



SANTA FARMA GLOBAL COMPACT

2025 COMMUNICATION ON PROGRESS REPORT

DECEMBER 2025



This report covers the Communication on Progress in order to explain the performance of our company under the United Nations Global Compact.

We welcome your opinions about the content.

INDEX

Message of the President	3	Promotion of Employees' Rights	33
About the Report	5	Rights of Santa Farma Employees	33
About Santa Farma	6	Working Environment at Santa Farma	34
Corporate Culture	6	Employment	36
History	8	Equal Opportunity	38
Business Field	14	Professional Training.....	40
Offices and Plants.....	15	Occupational Health and Safety	44
Corporate Scale	19	Environmental Management	50
Products.....	20	Environmental Management System	51
Overseas Markets and Partnerships	22	Waste Management	52
Corporate Governance	24	Anti-Corruption	55
Economic Performance	25	Santa Farma Progress Targets	56
Santa Farma and Stakeholders	26	United Nations Global Compact	57
Social Responsibility	28	United Nations Sustainable Development Goals	58
Human Rights Management	31	Contact Us	59
Access to Medication	31		
Patient Rights	32		

MESSAGE OF PRESIDENT

Dear Stakeholders,

As a signatory to the UN Global Compact since 2010, Santa Farma is committed to uphold the principles established by the organization.

As part of our commitment, we publish an annual Communication on Progress to demonstrate our adherence to the aforementioned principles. It is, therefore, **our pleasure to share our 16th Communication on Progress with you.**

As Santa Farma marks its 80th anniversary, we would like to share with you that we remain committed to creating long-term, sustainable value with the same determination and strength that have guided us throughout our journey. As we all know, operating in **the pharmaceutical industry requires an uncompromising commitment to patient safety, product quality, full regulatory compliance and equitable access to healthcare beyond strong financial performance.** These principles have been at the core of our decision-making since our establishment.

Over the past 16 years, our progress under the **United Nations Global Compact has not been about redefining our values, but rather about reaffirming the values that have long been embedded in our corporate culture within an internationally recognized framework.**

Fair and lawful working conditions that **respect human rights, environmental responsibility and zero tolerance for corruption are integral to the way we conduct our business.**

There is well-known saying **in the business world that it is a mistake to expect different results by doing the same things repeatedly.**

Our experience, however, has shown that consistently applying a management approach grounded in the right principles and values, while embracing continuous improvement and innovation, can deliver different and sustainable outcomes.

Guided by this understanding, we have continued for more than 80 years to strengthen **our competitive advantage and enhance our corporate resilience by continuously investing in research and development, advancing our manufacturing capabilities and reinforcing our quality systems.** Our goal is **to provide society with reliable, accessible and high-quality healthcare solutions while maintaining financial discipline and operational excellence.**

Throughout this journey, one principle has guided us: **"Providing Healthy Service to Health".** This guiding principle underpins every aspect of our management approach.

This principle defines not only what we do, but also how we do it and ensures that our growth is responsible, inclusive and sustainable. It also serves as the foundation for all our processes from the products we offer to patients to the way we conduct our business, to our investment decisions and corporate governance practices.

Looking ahead, we will continue to advance on the axis of sustainable growth, innovation and social contribution by building on our strong foundations and remaining true to our core values.

Our 2025 Communication on Progress, prepared in accordance with the principles of the United Nations Global Compact, presents the initiatives and achievements that reflect our continued commitment to sustainable development.



In line with our commitment to the United Nations Global Compact, we continued to place human rights, labor standards, environmental responsibility and ethical business conduct at the center of our business processes throughout 2025.

The initiatives and practices implemented during the year are tangible reflections of our sustainability approach. During this process;

As a result of our disciplined approach to **Occupational Health, Safety and Environmental Sustainability**, we successfully completed the certification audits for the **ISO 45001 Occupational Health and Safety Management System, ISO 14001 Environmental Management System and ISO 50001 Energy Management System**. Reflecting our operational excellence and sustainable growth strategy, we were once again included in the **ISO 500 list**, which includes Turkey's largest industrial enterprises.

Our achievements in **innovation and intellectual property** were recognized through rankings in **three different categories of the Turkey Patent Report**. We also reinforced **our position among the companies with the highest R&D investments in Turkey in the R&D 500 Survey**.

As a reflection of **our people-centered corporate culture**, we were honored to receive the **"Respect for People" Award for the 14th consecutive year**.

We also expanded our international collaborations and further **increased the number of countries** in which we operate, strengthening our global presence. As part of our **commitment to social responsibility**, we implemented **projects across a range of fields throughout the year**. Through initiatives focused on **health, education and social solidarity**, we continued to contribute to the achievement of sustainable development goals.

In our primary therapeutic areas of Cardiology and Diabetes, we partnered with non-governmental organizations to implement initiatives that raised awareness among both the public and our employees. Guided by the belief that **"Health starts from within"**, we continued to promote employee well-being while contributing to scientific advancement and the development of young talents through a holistic approach.

While doing all these, we further strengthened our collaboration with universities.

Building on these achievements, as Santa Farma, we remain committed to advancing our sustainability-driven growth strategy and creating long-term value for all our stakeholders without ever compromising our ethical values. I would like to express my sincere gratitude to all our stakeholders and colleagues who have accompanied us on this journey. Let us continue to stay healthy together as we pursue our mission of **"Providing Healthy Service to Health"**.

Sincerely yours,

Chairman of the Board of Directors
EROL KİRESEPİ



ABOUT THE REPORT



Santa Farma Pharmaceuticals adopted the UN Global Compact on May 26, 2010. Santa Farma undertakes to regularly communicate its performance in relation to the 10 principles of the Global Compact on an annual basis. This is the sixteenth progress report issued by the company.

Santa Farma 2025 Communication on Progress provides information about the progress on Human Rights, Labour, Environment, and Anti-Corruption in line with the requirements of the UNGC. The report covers all of the activities conducted by Santa Farma in relation to those specific matters.

Although the reporting period is set as 1.1.2025 -31.12.2025, the report makes reference to the important previous data since this is the sixteenth report submitted by the company. The first part of the report provides an overview of Santa Farma along with the corporate and governance details, its economic value and communication with stakeholders. The second part, on the other hand, offers detailed information about the corporate actions taken in relation to the principles of the UNGC. This part is comprised of chapters dedicated to Human Resources, Labour, Environment, and Anti-Corruption.

This report has been prepared based on G3 Sustainability Reporting Principles of Global Reporting Initiative with a view to communicating the corporate performance transparently in line with the principles of accountability in addition to facilitating potential comparisons with the future communications on progress. Your opinions and suggestions about 2025 Communication on Progress Report will be highly appreciated. Please feel free to contact Sema Yetkiner, Director of Human Resources, for all kinds of questions, opinions or suggestions via [syetkiner@santafarma.com.tr]

ABOUT SANTA FARMA

CORPORATE CULTURE

Our **mission** is to remain in constant search for better in order to offer favourable solutions for human health and quality of life. Our mission is at the root of our existence.

Our **vision** is to be a reference company in the healthcare sector that connects local needs in global markets with international standards.

Our **values** make us who we are and they are the linchpins of our corporate culture.

RESPECT FOR THE INDIVIDUAL

- Recognize that the organization consists of a group of human beings above all
- Remember that human is the sole address for development and improvement
- Keep a balance between real business life and human values

OPENNESS TO DEVELOPMENT

- Search for better
- Work for achieving better constantly
- Work on innovations for the future

RATIONAL POWER

- Remain aware of the intrinsic power of the organization
- Focus on long-lasting and constructive results
- Take knowledge as the basis for all efforts

RESPECT FOR THE WORK, WORKPLACE AND COMMUNITY

- Recognize employees, community and organization as pieces constituting the whole
- Form collaboration among employees, organization and community based on mutual respect
- Promote a peaceful and safe working atmosphere

SPECIAL CLAUSE

The following special clause in the articles of association of the company clearly reveals the company's values and respect for human beings as well as its solid founding principles.



STORY OF OUR LOGO

- The logo of Santa Farma rests on a pyramid which embodies its spirit. The pyramid symbol is portrayed in the form of a triangle in the logo.
- Pyramids are comprised of four triangles which rise from the base only to unite above.
- Each of those triangles symbolizes the four elements constituting the source of life. That is what makes pyramids so powerful. In that respect, pyramids have stood for “power, longevity and stability” throughout history.
- The four triangles constituting Santa Farma pyramid symbolize its values which rise on a solid base to become united above.

BLUE

Colour of stable union, loyalty and strong faith. Symbolizes eternity and farsightedness. This is a colour with high therapeutic, conciliatory and healing properties. **Blue is used in the logo of Santa Farma because it is a colour that depicts the business field in the best manner, points out progressive development and improvement and symbolizes harmonious, stable and peaceful business relationships.**

RED

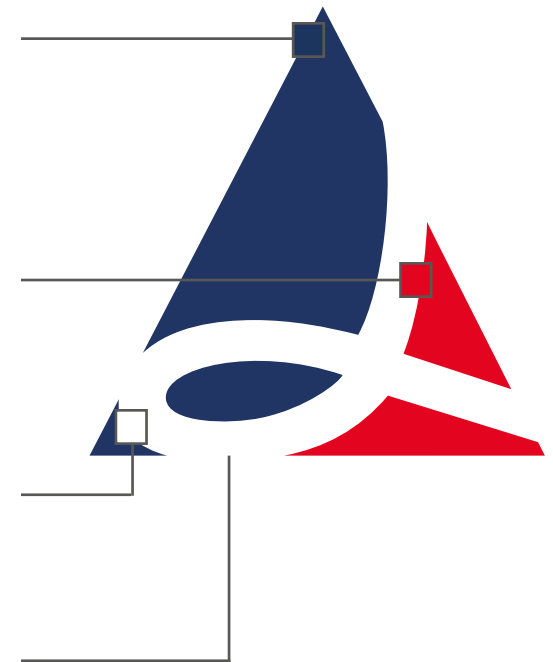
Colour of energy and power. Stands for agility, vigour, and determination and passion to continue till the end. **Therefore, red is embedded in the curves of the snake which symbolizes reason so that the vast energy stemming from the colour might be limited.**

WHITE

Colour of cleanliness, purity, peace and stability. **White is used in the logo of Santa Farma because it reflects our business culture and values.**

SNAKE

Throughout the history, snake has symbolized good health and reason. In mythology, two intertwined snakes are used for symbolizing eternity of life. It is used for preparing drugs for ages. Hence, we use the curves of a snake in the middle of the triangle. **Snake indicates that Santa Farma exists for serving human health and it will make use of rational power while providing this service.**



ABOUT SANTA FARMA

HISTORY OF SANTA FARMA

Having been founded as Farma Laboratory in **1944**, Santa Farma took a leap forward by completing its merger with Santa Laboratory. Santa Farma Pharmaceuticals Fabrikası Kollektif Şirketi was incorporated in **1954**, followed with the incorporation of Santa Farma Pharmaceuticals in **1973**.

Santa Farma adapted itself to the improvements in pharmaceutical industry rapidly and equipped its plants with modern manufacturing technologies and systems. In addition to its licensed products, it has enriched its range of products by manufacturing several drugs licensed for leading multinational companies.

Having been incorporated in 1944, the company has been able to create a reliable and good standing brand in the industry thanks to its objective to “**offer healthy services to healthcare**”. Our next objective is to support “**sustainable development**” with all our might by clinging to our value and corporate strategy in addition to contribute to a bright future.

MILESTONES

- October 22, 1953 - The foundations of the plant in Edirnekapi were laid.
- May 7, 1954 - The first license manufacturing agreement was executed (Spall tablet).
- Late 1954 - The company changed its title to “Santa Farma İlaç Fabrikası Kollektif Şirketi”.
- 1964 - The first contract manufacturing agreement was executed with Organon Holland which paved the way for technological advance in Santa Farma.
- 1973 - The company changed its title to Santa Farma Pharmaceuticals
- 1982 - The company adopted Food Manufacturing Practices (GMP) Quality standard and completed the technological infrastructure of the plant.
- 1983 - The plant started the institutionalization process following the technological modernization.
- 1987 to 1989 - The Company made technological progress.
- 1989 - The company released the first biotechnological import product in Turkey (Eprex).
- 1994 - Santa Farma moved to its current head office building.
- 1997 - Reorganization of Marketing Department.
- 2008 - Reorganization of Human Resources Division.
- 2009 - The Company started “ERP” and “Corporate Identity” projects.
- 2010 - The company undersigned the United Nations Global Compact.
- 2010 - The new logo was launched and “ERP” project went live.
- 2011 - The corporate website was redesigned.
- 2012 - The foundations of the new Manufacturing Plant and R&D Center were laid.
- 2015 - The foundations new Manufacturing Plant and R&D Center were opened to service.
- 2016 - The Croatian Ministry of Health issued the EU-GMP Certificate.
- 2016 - The R&D Center was accredited by the Ministry of Industry and Technology.
- 2017 - ISO 9001 Quality, ISO 14001 Environment and OHSAS 18001 Occupational Health and Safety certifications.
- 2018 - Beginning of FORA transformation project to enable the company to achieve its goals for 2024.
- 2018 - The Jordanian Ministry of Health issued a GMP Certificate as a result of the audits.
- 2019 - The Croatian Ministry of Health confirmed the extension of EU-GMP Certificate.
- 2019 - Santa Farma celebrated its 75th anniversary.
- 2019 - Santa Farma received the First Prize in the KIPLAS Occupational Health and Safety Best Practice Awards for its “Closed Raw Material and Transfer System” project, implemented at the GEBKİM Organized Industrial Zone (OSB) Facilities.
- 2020 - Santa Farma was awarded the Second Prize in the KIPLAS Occupational Health and Safety Best Practice Awards for its “Safe Driving” project, implemented at the Headquarters.
- 2020 - The company was issued TSE Covid-19 Sage Production certification.
- 2020 - The company was issued ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management System certifications.
- 2021 - TSE Covid 19 Safe Production certification was renewed.
- 2021 - ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management System audits were completed satisfactorily.
- 2021 - The HVAC Systems Economy and Energy Monitoring Project was awarded the 2021 Productivity Project Award by the General Directorate of Strategic Research and Productivity of the Republic of Türkiye Ministry of Industry and Technology.
- 2022 - The inspections carried out by the TR Ministry of Health for the continuity of the existing GMP certificate were successfully completed.
- 2022 - EU-GMP Certificate Continuity Inspection was carried out by the Croatian Health Authority.
- 2022 - ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management System follow-up audits were successfully completed.
- 2023 - ISO 50001 Energy Management System certificate was received for the first time.
- 2023 - ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management System follow-up audits were successfully completed.
- 2024 - Continuity of certification has been ensured through the surveillance audit conducted in 2024. In the 2024 ISO 50001 Energy Management System audit, certification was granted by a company accredited by TÜRKAK.
- 2025 - The certification audits for the ISO 45001 Occupational Health and Safety Management System, ISO 14001 Environmental Management System, and ISO 50001 Energy Management System were successfully completed.

ABOUT SANTA FARMA



SANTA FARMA RECEIVES SECOND PLACE AT THE KRİSTAL HAVAN AWARDS

As part of the 13th International Drug Chemistry Congress, organized this year by the Association of Chemists, the Kristal Havan Awards were presented to pharmaceutical companies operating in Türkiye in recognition of their 2023 R&D performance across various categories.

Distinguished by its strong focus on intellectual property rights and research and development, Santa Farma achieved a significant success at the awards ceremony held during the congress. The company was awarded Second Place in the “2023 Pharmaceutical R&D National Patent Registration Count” category.

Positioning scientific research and innovation among the key drivers of its sustainable growth strategy, Santa Farma continues to create value for the Turkish pharmaceutical industry through its ongoing R&D investments and patent-driven initiatives.



SANTA FARMA CEO SAMİ KİRESEPI, SHARES THE COMPANY'S NEW VISION WITH WINALLY.COM

Sami Kiresepi, Chief Executive Officer of Santa Farma, was featured on winally.com, a platform dedicated to healthcare-related publications, where he shared his views on the company's operations, future objectives, and transformation journey. During the interview, Kiresepi discussed Santa Farma's growth strategy, which is built upon the strength of the company's more than 80 years of heritage, as well as its digital transformation initiatives, sustainability approach, and goals in international markets. He emphasized that, in addition to its commitment to improving human health, Santa Farma is focused on adopting innovative ways of working that respond effectively to evolving needs and expectations.

Commenting on the company's vision, Kiresepi stated that Santa Farma continues to pursue its goal of becoming a leading healthcare organization that brings together local market needs and global standards across international markets. He noted that this strategic approach extends beyond pharmaceutical manufacturing and is founded on creating value for society, fostering trust, and contributing to a sustainable future. Kiresepi further highlighted that all of Santa Farma's activities are guided by this understanding. The interview published on winally.com offers comprehensive insights into Santa Farma's future vision and its perspective on the ongoing transformation of the healthcare sector.



SANTA FARMA RANKED AMONG TÜRKİYE'S LARGEST INDUSTRIAL ENTERPRISES

The results of the annual “Türkiye’s Top 500 Industrial Enterprises” survey conducted by the Istanbul Chamber of Industry (ISO) have been announced. Santa Farma was once again included in the ISO 500 list, securing its place among Türkiye’s largest industrial enterprises.

With a heritage spanning more than 80 years, a strong manufacturing infrastructure, and a sustainable growth-oriented approach, Santa Farma continues to advance its operations. This achievement once again highlights the company’s contribution to Turkish industry and the pharmaceutical sector.

Committed to strengthening Türkiye’s domestic pharmaceutical manufacturing capacity, Santa Farma continues to grow through its investments in research and development, manufacturing, and exports, while creating value for both the pharmaceutical industry and the national economy.

Being included in the ISO 500 list stands as an important indicator of Santa Farma’s manufacturing strength, operational excellence, and long-term sustainability vision.



SANTA FARMA CEO SAMİ KİRESEPI FEATURED IN WORKSHOP MAGAZINE’S “LEADING NATIONAL HEALTHCARE BRANDS” SPECIAL REPORT

Sami Kiresepi, Chief Executive Officer of Santa Farma, was featured in WORKSHOP Magazine’s “Leading National Healthcare Brands” special report, which brings together leading companies from the healthcare sector. In the interview, he shared insights into the company’s vision for the new era, investment strategies, and contributions to the industry.

Drawing on the strength of Santa Farma’s 80-year heritage, Mr. Kiresepi discussed the company’s future growth objectives, investments in research and development and innovation, initiatives aimed at enhancing manufacturing capacity, and its approach to sustainability. He emphasized that while maintaining its mission of contributing to human health, Santa Farma continues to invest in the healthcare solutions of the future.

The interview published in WORKSHOP Magazine highlights Santa Farma’s ambition not only to address today’s healthcare needs but also to help shape the future of healthcare.



SANTA FARMA PHARMACEUTICALS RECEIVES THE “RESPECT FOR PEOPLE” AWARD FROM KARIYER.NET AGAIN

Santa Farma Pharmaceuticals has once again received the “Respect for People” award from Kariyer.net — for the 14th time — one of Turkey’s most prestigious HR awards.

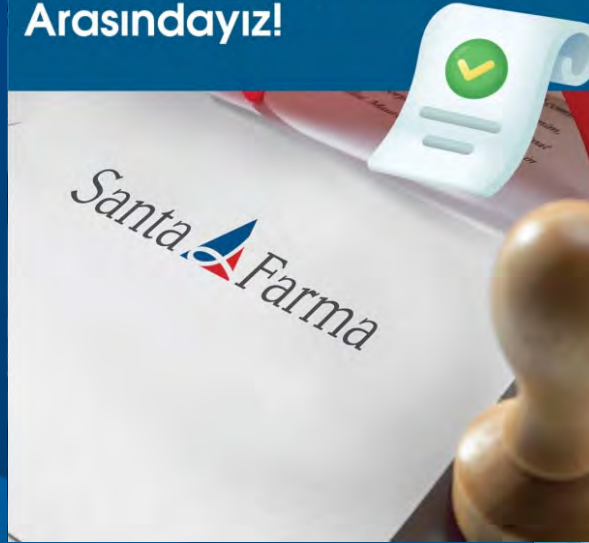
SANTA FARMA STOOD OUT IN THREE SEPARATE CATEGORIES IN THE 2024 TÜRKİYE PATENT REPORT

Santa Farma once again demonstrated its strong position in innovation and research and development through its achievements in the 2024 Türkiye Patent Report. By being recognized among the patent leaders in three different categories, the company further reinforced its success in technology development and intellectual property.

Continuing its activities through a strong research and development infrastructure, advanced technology-driven projects, and university-industry collaborations, Santa Farma succeeded in ranking among Türkiye's top 20 companies across all sectors in terms of Patent Cooperation Treaty (PCT) applications.

The company was also one of only two pharmaceutical firms to be ranked among the top 10 in the Advanced Materials Technologies category, while securing fourth place in the pharmaceutical category, further strengthening its position within the industry.

2024 Türkiye Patent Şampiyonları Arasındayız!



2024 yılında Türkiye'nin en çok Ar-Ge yatırımı yapan şirketleri arasındayız!



SANTA FARMA SECURED ITS PLACE IN THE TÜRKİYE R&D 500 SURVEY

According to the results of the Türkiye R&D 500 Survey announced by Türkişttime, Santa Farma was ranked among the companies with the highest research and development investments in Türkiye in 2024. Positioning research and development as one of the key drivers of sustainable growth, Santa Farma continues to contribute to the innovation capacity of the industry through its ongoing investments in research and development activities.

This achievement stands as an important indicator of the company's research and development-driven approach, which supports its vision of becoming a benchmark organization that combines local healthcare needs with global standards.





SINCE 1944...

Provides healthy service to health

Below are some of the international meetings attended by Mr Erol Kiresepi, Chairman of Board at Santa Farma, as the first Turkish President of the International Organization of Employers (IOE) in 2025:



Mr. Erol Kiresepi participated as a speaker in the session titled “Shaping Inclusive Labour Markets and Decent Work for Persons with Disabilities Worldwide,” held as part of the Global Disability Summit.



Mr. Erol Kiresepi participated in the International Organisation of Employers (IOE) Europe and Central Asia Members’ Meeting, hosted by the Portuguese Business Confederation (CIP) in Porto, Portugal, where he took part in discussions on current developments affecting the region’s economic, social, and labour market landscape.



Mr. Kiresepi attended the General Assembly of the International Organisation of Employers (IOE) and the panel session titled “The Use of Generative Artificial Intelligence in Business and Its Impact on the Workplace,” held in Geneva as part of the 113th International Labour Conference.

ABOUT SANTA FARMA

BUSINESS FIELD

“Santa Farma manufactures not only original drugs but also equivalent drugs in order to contribute to cost effective methods in health costs while making drugs accessible to more people.”

Santa Farma is engaged in manufacturing, import, export, marketing and sales of drugs in pharmaceutical industry. It is recognized as a deep-rooted and important company dealing with **“manufacturing of original and equivalent drugs”** in Turkish pharmaceutical market. In 2015, the company invested EUR 150 million in its state-of-the-art manufacturing plant which was commissioned for the benefit of Turkish pharmaceutical industry with a closed space of 44 thousand sqm in Dilovası, Kocaeli.

The manufacturing plant which boasts of the capacity to manufacture annually 150 million boxes in a single shift based on EU-GMP, TR-GMP and Jordanian GMP certificates not only manufactures products for our country and countries of export but also provides localization support to global and domestic pharmaceutical companies which are engaged in importing pharmaceutical products.

Santa Farma abides by the principles of “Current Good Manufacturing Practices” (cGMP) in its plants. Drugs which are proven to be bio-equivalent through scientific studies and Good Manufacturing Practices (cGCP) are therapeutically equivalent drugs. In that respect, Santa Farma complies with all the laws and regulations enforced by the Ministry of Health, which is in charge of registration procedures to be conducted for release of drugs.

Currently, a great many of governments encourage manufacturing of equivalent drugs in order to reduce public healthcare costs. This makes it possible to allocate higher funds to other public concerns with a view to contributing to the welfare of the country in general. Manufacturing of equivalent drugs also increases the global competitive power of the relevant country as it provides the manufacturing companies with opportunities for export.

ABOUT SANTA FARMA

OFFICES AND PLANTS

Santa Farma is headquartered in Okmeydanı, Sisli-Istanbul while the Manufacturing Plant and R&D Center is located in Dilovası-Kocaeli. The company conducts the marketing and sales activities through 8 regional offices.



Manufacturing Plant & R&D Center



Marketing Center



Head Office



Manufacturing Plant

Manufacturing Activities

With an annual manufacturing capacity of 150 million boxes, Santa Farma manufactures its licensed products in addition to several drugs licensed for leading multinational companies.

The manufacturing plant conducts its operations in full compliance with the Current Good Manufacturing Practices (cGMP) introduced by the EU-GMP and World Health Organization (WHO) and embraced by Turkish Ministry of Health in order to promote international standards in drug manufacturing activities.

Santa Farma aims to provide people with the best means for health by manufacturing high quality products.

Available pharmaceutical forms:

- Tablets, film-coated tablets, modified-release tablets, enteric-coated tablets, sugar-coated tablets, chewable tablets, bilayer tablets, capsules, sachets, powder-filled formulations, and effervescent tablets
- Syrups, solutions, oral solutions, and rectal solutions (enemas)
- Gargles
- Oral and nasal sprays and drops
- Ointments, pomades, gels, creams, and lotions

Regional Offices



Licensed Manufacturing

Contract manufacturing services are provided at the Santa Farma GEBKİM Manufacturing Facility for Angelini, DNC Pharma, Liba Laboratuvarları, Sandoz, Organon, Ali Raif ilaç, Ardi Farma, Pharmer, Dafra, Adalvo, Bilim ilaç, and Avixa. In addition, licensed manufacturing services are provided for products of P&G, American Regent Inc., and Astellas.

Quality Management System

Santa Farma has adopted a Quality Management System that is centered on the requirements and good practices established by health authorities in Türkiye and across global markets, which are characterized by stringent expectations and implementation standards. The company applies this system throughout the entire product lifecycle—from development and technology transfer to manufacturing, from raw materials and components to finished products, and through post-marketing activities—with the objective of ensuring that patients receive safe and effective medicines. The Quality Management System is designed to ensure the production of safe and effective pharmaceutical products while remaining innovative, responsive to the evolving needs of internal and external customers, and fully compliant with applicable requirements. The Quality Management System is based on:

- Regulations of Turkish Ministry of Health (all of the applicable laws and regulations, GMP, GDP Guidelines)
- PIC/S,
- Eudralex Volume 4,
- WHO Guidelines,
- EMA Guidelines,
- FDA Guidelines,
- MHRA Data integrity guides
- The International Council for Harmonisation (ICH) /
- Pharmaceutical Quality System (Q10).

TR-GMP Certificate

The Santa Farma GEBKİM Manufacturing Facility was first awarded the TR-GMP Certificate by the Republic of Türkiye Ministry of Health on 26 June 2015. The facility subsequently and successfully completed re-inspections conducted on 27–30 May 2016, 6–8 May 2019, 28 March–1 April 2022, and most recently on 17–21 February 2025, thereby maintaining the validity of its TR-GMP certification.

EU-GMP Certificate

Similarly, the Santa Farma GEBKİM Manufacturing Facility was granted the EU-GMP Certificate by the Croatian Medicines Agency (HALMED) on 11 November 2016. The facility has successfully maintained its certification status through re-inspections conducted on 2–5 September 2019, 8–11 November 2022, and 21–24 October 2025.

EAEU-GMP Certificate (Russia)

The Santa Farma GEBKİM Manufacturing Facility was inspected by the Russian health authority between 1–4 September 2025 and qualified for the EAEU-GMP Certificate.

ANVISA-GMP Certificate (Brazil)

The Santa Farma GEBKİM Manufacturing Facility was inspected by the Brazilian health authority (ANVISA) between 29 September and 2 October 2025 and qualified for the ANVISA-GMP Certificate.

DIGEMID-GMP Certificate (Peru)

The Santa Farma GEBKİM Manufacturing Facility was inspected by the Peruvian health authority (DIGEMID) between 17–21 November 2025 and qualified for the GMP Certificate.

Management System Certifications

Surveillance audits conducted under the scope of ISO 45001 Occupational Health and Safety Management System, ISO 14001 Environmental Management System, and ISO 50001 Energy Management System were successfully completed.

In addition, implementation activities for the ISO 46001 Water Efficiency Management System have been initiated.



R&D

Santa Farma conducts research and development activities with the aim of delivering innovative solutions that contribute to improving human health and quality of life. Its R&D approach is shaped by a framework that is science-based, ethically driven, sustainable, and people-centered.

Since 2016, the company's R&D Center has held the official status of an "R&D Center" approved by the Ministry of Industry and Technology of the Republic of Türkiye. Operating within a 4,000 m² facility, the center comprises four floors of modern laboratories, office spaces, and storage infrastructure. Equipped with advanced technological capabilities, the R&D Center is staffed by highly qualified professionals specializing in pharmaceutical chemistry, pharmaceutical technology, clinical research, patents, and intellectual property rights.

Patient safety, product efficacy, quality, and scientific integrity are among the primary priorities of all R&D activities. All processes are conducted in accordance with national and international regulations and are based on the principles of current Good Manufacturing Practices (cGMP), current Good Laboratory Practices (cGLP), and current Good Clinical Practices (cGCP).

Santa Farma embraces a "glocal" approach to research and development, aiming to create solutions that address both local healthcare needs and global health expectations. Within this framework, the company focuses on the development of accessible, reliable, and high value-added products.

Through a corporate culture that encourages knowledge sharing, the experience and expertise gained throughout project processes are sustainably transferred to future initiatives. Supporting the technical development of employees, strengthening interdisciplinary collaboration, and promoting a learning organization mindset constitute key pillars of Santa Farma's R&D culture.

The Santa Farma R&D Center continues to conduct its activities in compliance with international standards, supported by a scientific approach and a quality-focused work culture.

The R&D Center primarily consists of advanced pharmaceutical analytical development laboratories (including instrumental analysis and wet chemistry laboratories), advanced pharmaceutical technology development laboratories, stability chambers, and storage areas. Complemented by spacious office facilities and employee recreation areas, the center is recognized as one of Türkiye's most modern R&D facilities in terms of both its technical infrastructure and architectural design.

By transforming scientific knowledge into innovative products and processes, Santa Farma R&D has continued to expand its patent portfolio over the past five years. Drawing on more than 80 years of experience in the pharmaceutical industry, Santa Farma focuses on developing innovative solutions that contribute to improving public health. According to the findings of Patent Effect's "Türkiye Patent Report 2025," the company has further reinforced its position as a leading innovator in research and development.

Santa Farma ranked third in Türkiye in the "Pharmaceuticals" category and continues to maintain a strong position in both the "Advanced Materials" and "European Patent (EP)" application categories.

Turkey's Patent Champions List in the Pharmaceutical Category*



Santa Farma İlaç San. A.Ş. conducts projects supported by the Ministry of Industry and Technology and TÜBİTAK within the framework of collaborations with public institutions, universities, and the private sector, with the aim of contributing to scientific advancement in pharmaceutical technologies. In addition, within the scope of projects targeting global markets, the company develops solutions tailored to the healthcare needs of different regions.

Santa Farma R&D Center is positioned within the corporate culture not merely as a research facility, but as a strategic business unit and a solution partner focused on innovation, collaboration, and sustainable growth. Through each project carried out within the R&D Center, the objective is not only to meet current needs but also to contribute to shaping the healthcare solutions of the future.

All R&D processes are structured in accordance with scientific guidelines. Within these processes, the development of employees is actively supported, and the establishment of a learning organization structure is ensured. Through this approach, Santa Farma's sustainable R&D vision is continuously strengthened.

Every formulation developed, every analysis conducted, and every decision made within Santa Farma R&D Center is shaped in adherence to ethical values, with a strong focus on patient-centricity and scientific integrity. In addition to products, an innovative approach has also been adopted in process management, quality understanding, and knowledge sharing. The company aims to contribute to the technological transformation of the pharmaceutical sector in Türkiye and to enhance global competitiveness. Santa Farma continues its R&D activities by combining its scientific approach with corporate experience, in line with principles of quality, safety, ethical values, and sustainable innovation.

WAREHOUSES

The Representative Pharmaceutical Warehouse available in the new manufacturing plant and R&D Center was audited by the Ministry of Health on 31.12.2014. Following the audit, the Ministry of Health issued a license on 05.03.2015. The warehouse is used for storage and shipment of products since 01.08.2015.

Located in the new manufacturing plant and R&D Center, Santa Farma Representative Pharmaceutical Warehouse boasts of a capacity for 10,557 pallets. Finished products and raw materials/packaging materials are stored in the same warehouse but in different sections separated with wires. The warehouse has a storage section of 70 pallets for the raw materials which have to be stored in cool or warm temperatures. Also, there is a storage section of 30 pallets for cold chain finished products. BMS system is used for measuring and monitoring the temperature and humidity levels in the warehouse on 24/7 basis. Finished products are distributed through the shipping section in the same warehouse. Combustible/inflammable raw materials are stored in a different warehouse of 70 pallets.

ABOUT SANTA FARMA

INVESTMENT



Manufacturing Plant and R&D Center

The foundations of the Manufacturing Plant and R&D Center were laid in GEBKIM Organized Industrial Zone in 2012. The plant which is located on a land of around 80.00 m² boasts of a manufacturing capacity of annually 150 million boxes. With its 45.000 m² indoor spaces, the plant began to perform manufacturing operations after it was awarded the GMP certificate of conformity on 26.06.2015 following the necessary audits.

Thanks to its plant investment, Santa Farma was awarded Golden Vessel Drug and Pharmaceuticals Success Award for “Investment of the Year” by Pharmaceuticals Magazine during the third award ceremony held on.

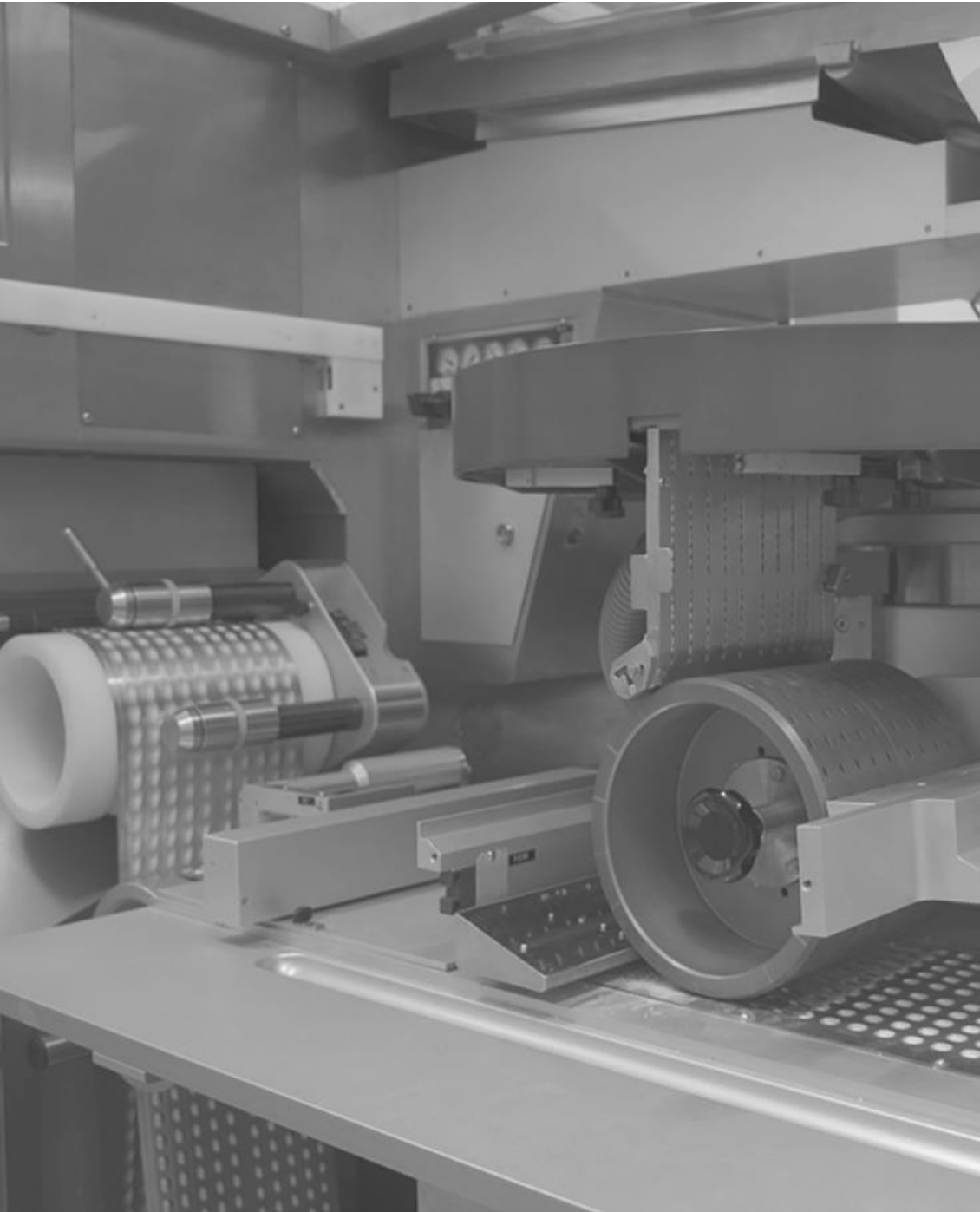
Corporate Scale

Santa Farma Pharmaceuticals is a joint stock company. The chart below summarizes its major shareholders, magnitude and sales-cost statement as of December 2025:

Headcount	1.151
Net Sales	TRY 6.472.581.461
Shareholders' Equity	TRY 4.534.699.129,11
Quantity of Product and Service Supply	98.196,73 boxes of drugs
Total Assets	TRY 7.334.224.299,17
Major Shareholder	Erol KİRESEPİ



Golden Vessel Award



PRODUCTS

The company undertakes manufacturing, import and marketing of drugs in several therapeutic categories digestive system, muscle & skeleton system, infection, respiratory system, dermatology, nervous system, haematology, cardiology and cardiovascular system, urogenital system and endocrinology and metabolism.

DIGESTIVE SYSTEM

Enorno Effervescent Tablet	Manufacturing	Tribudat Tablet	Manufacturing
Pinix Film Coated Tablet	Manufacturing		
Spanol Film Coated Tablet	Manufacturing		
Tribudat Forte Tablet	Manufacturing		
Tribudat Granule	Manufacturing		

MUSCLE AND SKELETON SYSTEM

Acetudil Forte Capsule	Manufacturing	Flexo Spray	Manufacturing
Acetudil Extended-Release Hard Capsule	Manufacturing	Paraflex Tablet	Manufacturing
Dicloflam Coated Tablet	Manufacturing	Parafon Tablet	Manufacturing
Draxol Film Coated Tablet	Manufacturing	Santadine Modified Release Hard Capsule	Manufacturing
Elektra Film Coated Tablet	Manufacturing	Thermoflex Cream	Manufacturing
Elektra Fort Film Coated Tablet	Manufacturing	TioRelax Tablet	Manufacturing
Elektra Jel	Manufacturing		
Flexo Ampule	Manufacturing		
Flexo Gel	Manufacturing		

INFECTION

Evasif Film Tablet	Manufacturing		
Forflu Film Coated Tablet	Manufacturing		

RESPIRATORY SYSTEM

Allerset Film Coated Tablet	Manufacturing	Iliadin Merck Dosage Spray	Manufacturing
Allerset Oral Drop	Manufacturing	Nazoster Nasal Spray	Manufacturing
Allerset Syrup	Manufacturing	Pulmistat Fort Syrup	Manufacturing
Anthix Tablet	Manufacturing	Pulmorest Fort Syrup	Manufacturing
Bronchorest Capsule	Manufacturing	Pulmorest Syrup	Manufacturing
Crebros Film Coated Tablet	Manufacturing	Sulfarhin Nasal Ointment	Manufacturing
Flurend Mouthwash	Manufacturing		
Flurend Oral Spray	Manufacturing		
Iliadin Merck Drop	Manufacturing		
Iliadin Merck Paediatric Spray	Manufacturing		

DERMATOLOGY

Codermo Cream	Manufacturing	Oly Cream	Manufacturing
Codermo Lotion	Manufacturing	Oly Plus Cream	Manufacturing
Codermo Ointment	Manufacturing	Oly Spray	Manufacturing
Dermacutan Gel	Manufacturing	Terbisil Tablet	Manufacturing
Locoderm Cream	Manufacturing	Terbisil Cream	Manufacturing
Locoderm Lipo Cream	Manufacturing	Terbisil Spray	Manufacturing
Locoderm Ointment	Manufacturing	Terbisil Plus	Manufacturing
Magnis Cream	Manufacturing		

UROGENITAL

Komox Capsule	Manufacturing	Longis Film Coated Tablet	Manufacturing
---------------	---------------	---------------------------	---------------

NERVOUS SYSTEM

Cralium Tablet	Manufacturing	Lev-End Film Coated Tablet	Manufacturing
Cogito Basis Oral Solution	Manufacturing	Lev-End Oral Solution	Manufacturing
Cogito Film Coated Tablet	Manufacturing	Phocuss Film Coated Tablet	Manufacturing
Cogito Treatment Initiation Pack	Manufacturing	Phocuss Treatment Initiation Pack	Manufacturing
Duloxx Capsule	Manufacturing	Sayfren Tablet	Manufacturing
Elepsi Film Coated Tablet	Manufacturing	Secita Film Coated Tablet	Manufacturing
Etkinia Tablet	Manufacturing	Zhedon Film Coated Tablet	Manufacturing
Gyrex Film Coated Tablet	Manufacturing		

HAEMATOLOGY

Ferlos Oral Solution	Manufacturing	Santafer Syrup	Manufacturing
Ferroven I.V. Ampule	Manufacturing		
Oxfet Film Coated Tablet	Manufacturing		
Santafer Fort Film Tablet	Manufacturing		

CARDIOVASCULAR SYSTEM

Calbikor Tablet	Manufacturing	Trentilin Ampule	Manufacturing
Hirudoid Forte Gel	Manufacturing	Talderol Film Coated Tablet	Manufacturing
Modet Capsule	Manufacturing	Venmix Film Coated Tablet	Manufacturing
Modet Film Coated Tablet	Manufacturing	Vaxivo Film Coated Tablet	Manufacturing
Trentilin Retard Film Coated Tablet	Manufacturing		

ENDOCRINOLOGY AND METABOLISM

Apikobal Tablet	Manufacturing	Glazone Film Coated Tablet	Manufacturing
Apikobal Plus Enteric Coated Tablet	Manufacturing	Glazonemet XR Film Coated Tablet	Manufacturing
Enorno Effervescent Tablet	Manufacturing	Maralit Plus Film Coated Tablet	Manufacturing
Juvelta Granules	Manufacturing	Ukra Film Coated Tablet	Manufacturing

ABOUT SANTAFARMA

OVERSEAS MARKETS AND PARTNERSHIPS

Santa Farma has proudly extended its successful domestic operations to overseas countries. The company is currently marketing its innovative equivalent products in overseas markets thanks to its long-term marketing experience as well as registration files updated in line with the international standards. In that sense, it steadily extends its operations in overseas markets every year.

Santa Farma provides its business partners with training, product info, advanced marketing methods and strategies, management advice and guidance for preparation of registration application files. Santa Farma will continue to focus on export operations as an indispensable part of its growth strategy in future years as well.

As of the end of 2025, the company is involved in business partnerships in the following countries:

- Afghanistan
- Albania
- Australia
- Austria
- Azerbaijan
- Belarus
- Belgium
- Bolivia
- Bosnia and Herzegovina
- Brazil
- Bulgaria
- Canada
- Chile
- Colombia
- Costa Rica
- Croatia
- Czech Republic
- Denmark
- Dominican Republic
- Ecuador
- El Salvador
- Estonia
- Finland
- France
- Georgia
- Germany
- Guatemala
- Honduras
- Hong Kong
- Iraq
- Ireland
- Spain
- Sweden
- Switzerland
- Italy
- Iceland
- Kazakhstan
- Kyrgyzstan
- Kosovo
- Kuwait
- North Macedonia
- Lithuania
- Latvia
- Lebanon
- Malaysia
- Mongolia
- Norway
- Uzbekistan
- Pakistan
- Panama
- Paraguay
- Peru
- Poland
- Portugal
- Romania
- Russian Federation
- Serbia
- Singapore
- Slovakia
- Slovenia
- Saudi Arabia
- Tajikistan
- Thailand
- Taiwan
- Uganda
- Ukraine
- United Arab Emirates
- United States of America
- Vietnam
- Yemen
- New Zealand
- South Africa

As of 2026, we aim to further strengthen our presence in international markets and expand our global operational footprint in line with our sustainable growth approach through new products, new collaborations, and new customers.

While positioning our existing portfolio more effectively in strategic markets, we also seek to enhance accessibility through new registration and launch processes across different geographies. Leveraging our strong partnerships, high-quality manufacturing infrastructure, and regulatory-driven approach, we remain committed to creating long-term and sustainable value in international markets.

Guided by our principles of innovation, reliability, and patient-centricity, we continue to pursue growth on a global scale, while prioritizing our contribution to the healthcare sector and achieving sustainable success in new markets.

LICENSE AGREEMENTS

Santa Farma steadily renews and improves its product range by executing license agreements with leading global companies in order to serve the community and healthcare industry in the best manner possible. The chart below provides a list of the companies with whom the company has executed license agreements:

LICENSORS



CORPORATE GOVERNANCE

Management of Santa Farma is entrusted to:

- Board of Directors,
- Executive Board, and Senior and Functional Managers at various levels.

Board of Directors

Board of Directors: consists of one President and two directors.

The Board of Directors is responsible for making strategic decisions about the company, and finding and allocating resources related to those decisions.

Executive Board

Executive Board: consists of one Chairman and two Vice Chairmen. Vice Chairmen are senior managers of Marketing and Sales, Strategic Planning and Operations, Finance and Plant divisions.

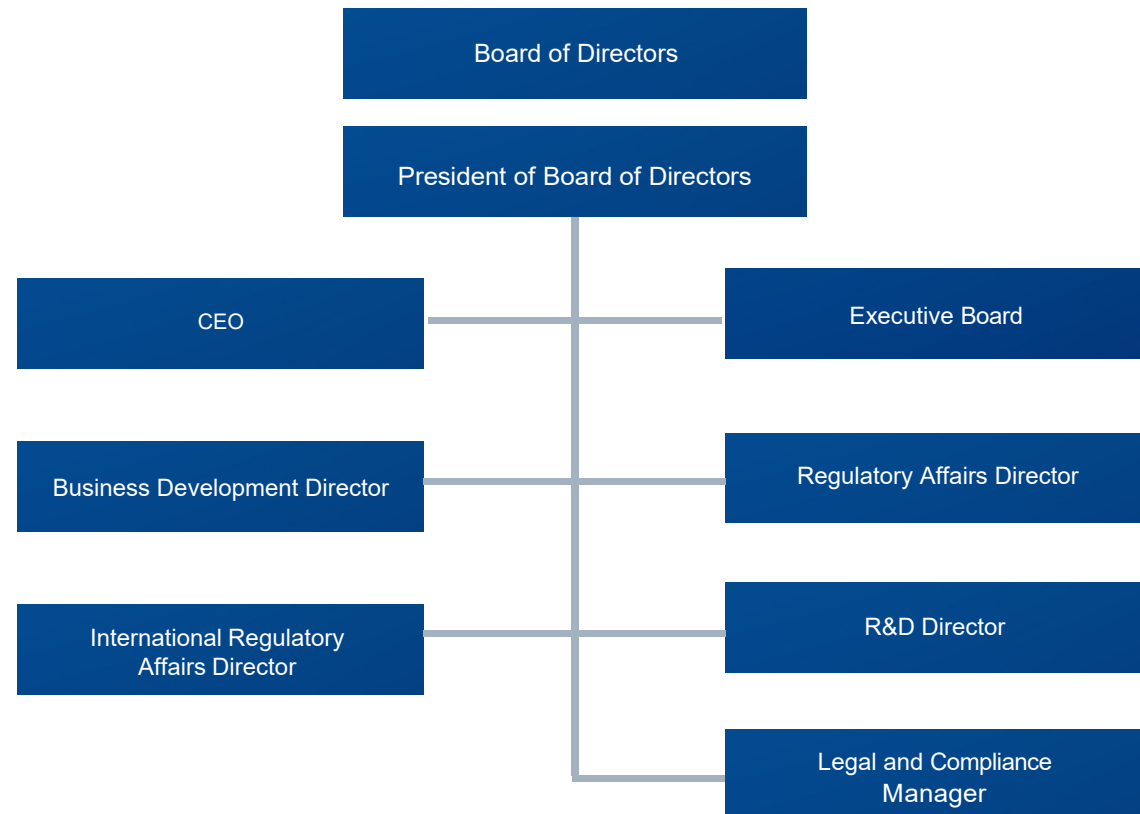
The Executive Board is responsible for setting corporate targets and organizing the required actions, making decisions about the management systems and business processes required for attaining corporate targets, analysing and evaluating business results and taking actions as necessary.

Senior and Functional Managers of Various Levels

Senior and functional managers of various levels: consist of the functional managers reporting to the President of the Board of Directors and Vice Chairmen.

They are responsible for administering the existing management systems in line with the strategies set for the corporate targets.

SENIOR MANAGEMENT ORGANIZATION CHART AT SANTA FARMA



CORPORATE GOVERNANCE

ECONOMIC PERFORMANCE

Below is the economic value created by Santa Farma Pharmaceuticals in 2025:

Gross Sales	TRY 8.478.074.270,90
Revenues	TRY 388.406.267,30
Wages due to Employees	TRY 1.628.792.020,46
Payments due to the Government	TRY 987.980.217,55
Payments due to the Funders and Banks	TRY555.619.843,71



CORPORATE GOVERNANCE

SANTA FARMA AND STAKEHOLDERS

Santa Farma considers all of the communal parties as its stakeholders to the extent such parties have any relationship with the company and affect the company with their actions or get affected from our actions. The primary stakeholders are **our employees, shareholders, healthcare professionals, patients and relatives, journalists, suppliers, distributors and business partners, associations, community, financial institutions and non-governmental organizations.**

COMMUNICATION WITH STAKEHOLDERS**EMPLOYEES**

We communicate with our employees by means of meetings and HR processes: Ekol communication platform, annual meetings, company picnic, orientation training, general training, technical training, video conference system, CCTV system, teleconference meetings, various project studies, job interviews, performance assessment system, sporting events, volunteering projects, social club activities and similar processes and methods are used for communicating with employees.

SHAREHOLDERS

The board of directors communicate with the shareholders through monthly/annual etc. meetings. They exchange information and make strategic decisions about the future of the company. Those meetings help us communicate with the shareholders on a regular basis.

HEALTHCARE PROFESSIONALS

Physicians: Medical representatives pay regular visits to physicians. Treatment alternatives and molecules are evaluated through scientific meetings. Therapeutic websites are created to provide up-to-date information to physicians. We also attend the national congresses, symposia and meetings organized by relevant associations in Turkey. We hold satellite-based symposia in order to offer scientific support with the help of domestic and international lecturers. We organize training programmes on specific therapeutic fields in order to contribute to professional development of physicians. We provide unconditional support to several projects of associations in order to raise awareness regarding specific diseases.

Pharmacists: Medical representatives pay regular visits to pharmacists. We undertake one-to-one training sessions about diseases, treatment options and molecules in order to help them increase and update their professional knowledge.

PATIENTS AND RELATIVES

The company communicates with patients and their relatives indirectly through various awareness raising projects conducted in collaboration with specific associations.

CORPORATE GOVERNANCE

SANTA FARMA AND STAKEHOLDERS**JOURNALISTS**

Journalists are regularly contacted through press releases, special reporting activities and press meetings.

SUPPLIERS

We contact our suppliers through contracts, meetings, improvement audits, site visits, and tenders.

DISTRIBUTORS AND BUSINESS PARTNERS

We communicate with distributors and business partners through agreements, training sessions and meetings.

MEMBERSHIPS TO ASSOCIATIONS

Pharmaceutical Industry Association of Turkey (TISD)

Istanbul Chamber of Industry (ISO)

Istanbul Chamber of Commerce (ITO)

Union of Chambers and Commodity Exchanges of Turkey (TOBB)

Foreign Economic Relations Board of Turkey (DEIK)

Swiss Chamber of Commerce in Turkey

Italian Chamber of Commerce in Turkey

Union of Chemical Petroleum Rubber and Plastic Industry Employers of Turkey (KIPLAS)

Kocaeli Chamber of Industry

United Nations Global Compact (UNGC)

COMMUNITY AND NON-GOVERNMENTAL ORGANIZATIONS

Corporate social responsibility projects, corporate website and corporate social media accounts form the most important of our communication with the community. Besides, we collaborate with TEMA, CEVKO, ACEV, KACUV, Tohum Autism Foundation, TOFD, Viral Hepatitis Control Association, Alzheimer Association of Turkey, Iyimsir Abla, KIZILAY, LOSEV, Turkish Diabetes Association, Turkish Heart Foundation, Koruncuk, and similar NGOs for several projects.

FINANCIAL INSTITUTIONS

The company regularly contacts financial institutions & banks through meetings held for negotiating loan agreements, conducting and improving banking transactions (financial operations) and evaluating financial products.

CORPORATE GOVERNANCE

SOCIAL RESPONSIBILITY



In commemoration of World Happiness Day, LSV Shop stands were set up at Santa Farma's head office and manufacturing facility. Employees supported the social responsibility initiatives of the Leukemia Children's Foundation (LÖSEV) and had the opportunity to explore and purchase products prepared by the foundation.



Santa Farma Pharmaceutical Company carried out a meaningful donation campaign in collaboration with the Association for the Protection of Animals from Helplessness and Indifference (HAÇİKO). Within the scope of the campaign, donations made in the name of 1,409 dermatologists contributed to supporting HAÇİKO's ongoing efforts in providing food, care, and medical treatment for stray animals.

SOCIAL RESPONSIBILITY



On the occasion of World Environment Day, Santa Farma presented employees at its head office and manufacturing facility with lavender seedlings placed in pots featuring the company's new vision. Implemented to promote environmental awareness and sustainability, the initiative not only brought employees closer to nature but also served as a meaningful activity symbolizing the company's forward-looking vision.



On World Blood Donor Day, 100 volunteer Santa Farma employees donated blood and stem cells to the Kızılay.



At the New Year period, support was provided to the Wish Tree Project, implemented in collaboration with Make-A-Wish Türkiye (Bir Dilek Tut Derneği). Within the scope of the project, donations were made to contribute to the fulfillment of wishes of children battling life-threatening illnesses.

During the same period, NAHIL Shop, the social enterprise of the Foundation for the Support of Women's Work (KEDV), also set up stands at the head office and manufacturing facility, engaging with employees. Employees had the opportunity to review and purchase products that contribute to women's economic empowerment, thereby supporting a socially impactful initiative.



Santa Farma launched the "Genç Bilim İnsanlarını Destek Programı" to contribute to the development of young people in the fields of education and science. Within the scope of the program, 100 second-hand tablets were donated to the Turkish Education Association and 53 second-hand tablets were donated to the Turkish Education Volunteers Foundation. In addition, support was provided to the TED Atakent College Robotics Club and the Sakıp Sabancı Anatolian High School Robotics Club to contribute to their educational and project-based activities.

Through these donations, the aim is to support students' access to technology and strengthen educational opportunities, while Santa Farma continues to carry out its activities with a focus on creating social value.

SOCIAL RESPONSIBILITY



On the occasion of World Heart Day on 29 September, Santa Farma organized an employee event titled "Take Care of Your Heart." The event emphasized the importance of cardiovascular health in daily life and provided information aimed at promoting healthy lifestyle habits. Designed to raise awareness among employees regarding heart and vascular health, the initiative contributed to strengthening health consciousness.

Within the scope of the event, a donation was also made to the Turkish Heart Foundation in the name of employees, delivering a social responsibility contribution aligned with the meaning and significance of World Heart Day.



On the occasion of World Diabetes Day on 14 November, Santa Farma carried out activities in collaboration with the Turkish Diabetes Society aimed at increasing diabetes awareness among employees.

Under the message "Know Diabetes, Win Life," the initiative included blood glucose measurements for employees to support awareness of their health status. In addition, a seminar was held with the participation of specialist physicians from the Turkish Diabetes Society, providing information on the causes, symptoms, prevention methods of diabetes, and its impact on cardiovascular health.

Through these activities, the aim was to raise awareness of diabetes and promote healthy lifestyle habits.

HUMAN RIGHTS MANAGEMENT

ACCESS TO MEDICATION

Equivalent drugs make it possible to offer effective treatment options with more affordable prices than reference drugs. Hence, Santa Farma facilitates access to medication and improves public health by manufacturing equivalent drugs.

Currently, a great many of governments encourage manufacturing of equivalent drugs in order to reduce public healthcare costs. **This makes it possible to allocate higher funds to other public concerns with a view to contributing to the welfare of the country in general.**

Santa Farma distributed around **91 million boxes of drugs directly** in domestic market in 2025. It ranks among **top 15 companies** in terms of distribution volume. Those activities conducted by Santa Farma conform to **the Human Rights Guidelines for Pharmaceutical Companies in relation to Access to Medicines** issued by the United Nations.

“Santa Farma contributes to savings on healthcare costs and makes medication accessible to more people by manufacturing equivalent drugs.”

PATIENT RIGHTS

Santa Farma is responsible for manufacturing reliable products in order to promote the healthcare services extended to patients. In other words, it is dedicated to **“offering healthy services to healthcare”**.

To that end, Santa Farma has set up a pharmacovigilance system which is meant to enable the company to perform its obligations regarding product safety and take suitable actions if necessary. This system is administered by pharmacists who are assigned as the “Pharmacovigilance Executive and Representative” in charge of the “Pharmacovigilance Unit” under Registration Department in Turkey. Having been selected from qualified candidates who are able to perform the duties arising from the pharmacovigilance system in line with the regulations and guidelines in force, the Pharmacovigilance Executive and Representative are responsible for product safety at Santa Farma and they remain available on 24/7 basis. Pharmacovigilance Executive and Representative attend the training programmes organized by Turkish Ministry of Health on pharmacovigilance.

Santa Farma performed a risk/benefit analysis with respect to adverse reactions (side effects) arising from Santa Farma products in 2025 reporting period. The outcome of this analysis was reported to both the Ministry of Health and licensor companies in line with the relevant regulations and guidelines.

Santa Farma Pharmacovigilance Division:

- a) Monitors product safety on a continual basis. To that end, it provides pharmacovigilance training to all employees. Through those training organizations, the unit provides up-to-date information about the applicable regulations and guidelines, explains the actions to be taken in case of any adverse reaction report, and raises awareness regarding pharmacovigilance.

- b) Takes note of all suspicious and serious adverse reactions (side effects) which might be attributable to consumers, healthcare professionals or the literature in Turkey and reports those cases to the Pharmacovigilance Center of Turkey (TUFAM) within fifteen days at the latest. Also, it monitors the progress in relation to those cases which have to be reported to TUFAM within fifteen days.
- c) Takes note of adverse reactions observed in other countries where the drugs are registered as well as all kinds of changes which might affect the benefit/risk assessment of the respective drug including the restrictions and prohibitions introduced by competent authorities, archives the relevant details and report them to TUFAM if necessary. Hence, it keeps the drug information up-to-date in line with the existing scientific data.
- d) Takes note of all minor adverse reactions observed in Turkey and other countries where the drugs are registered and arising from the literature and archives the relevant information to be included in the Periodical Benefit/Risk Assessment Report.
- e) The company prepares the “Periodical Benefit/Risk Assessment Report”, which is a scientific form of evaluation report, immediately upon request or 18 months after registration and for renewal of registration for any drug registered in Turkey and submits the same to the Turkish Ministry of Health.
- f) Minimizes the risk by evaluating the information derived in relation to pharmacovigilance activities and takes necessary measures.
- g) Undertakes pharmacovigilance activities by means of a validated system in line with the requirements of the current regulations and guidelines.



PROMOTION OF EMPLOYEES' RIGHTS

RIGHTS OF SANTA FARMA EMPLOYEES

Santa Farma upholds article 23 of the Universal Declaration of Human Rights which provides that:

“Everyone, without any discrimination, has the right to equal pay for equal work. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.”

Santa Farma has implemented an Employee Rights and Human Resources Policy since its incorporation. The company prioritizes employee rights and working environment. As we have already noted, Santa Farma endeavours to create a **working environment** where employees may **voluntarily** put their knowledge and skills to use and expects the management staff to uphold this principle.

The company does not make use of forced and child labour and does not encourage those two forms of labour in any organization. We execute an employment contract with each employee and respect the legal probation period. We treat all employees equally and support the principle of granting equal right of protection to everyone legally without discrimination.

“Santa Farma respects the employees' right to freedom of peaceful assembly and association.”

Santa Farma uses a **Job Assessment System** to determine wages in line with the principle of “equal pay for equal work”. We compare the wages applied in the company with the market wage reports annually and conduct the necessary analyses in order to make wage increases in line with the corporate policies as well as economic indicators.

In addition to monthly wages, we provide our employees with several benefits such as religious holiday allowance, fuel allowance and leave allowance. Also, the company funds a significant portion of the private healthcare insurance extended to the employees.

“Santa Farma respects the employees' right to rest and free time based on the understanding that this right covers a reasonable limitation of office hours and extension of the right to paid leave at specific intervals.”

Santa Farma employees are entitled to benefit from paid leave period provided in the law applicable in our country.



Duration of
Employment



Legal Leave
Period

1-5 years

14 days

6-15 years

20 days

15+

26 days

PROMOTION OF EMPLOYEES' RIGHTS

**WORKING ENVIRONMENT
AT SANTA FARMA**

“We endeavour to provide a favourable working environment to employees while also creating suitable social means and opportunities to improve social bonding between employees.”

We recognize that creating a favourable working environment is crucial for employee's well-being and performance.

Hence, we took action to create modern working offices in our head office building in 2016. The head office is home to 14 meeting halls and a conference hall. Also, there are 7 meeting halls and a conference hall at the manufacturing plant and R&D Center. As a company dedicated to creating a favourable social environment, we encourage our employees to engage in sporting activities at football-basketball and volleyball fields. We believe that such activities will also improve the personal relationship between employees.

We have installed CCTV system at the canteens in our head office and manufacturing plant in order to share up-to-date information about the company with our employees. The system is used for disclosing monthly sales figures, manufacturing information, training organizations, news, meetings, awards, sporting achievements, environmental activities, and social responsibility projects to our employees so that our internal stakeholders will remain knowledgeable about the corporate actions.

We effectively use a video conference system and Microsoft Teams systems between regional offices and head office in order to enhance our communication with our employees. This contributes to reducing travel costs in addition to mitigating our impact on nature by reducing greenhouse gas emissions.

All employees working from home with VPN technology for safe connectivity in order to avoid potential disruptions to business continuity. Microsoft Teams, and online interactive meeting and efficiency application, was launched during the same period. This application was used by 100% of the employees at the company. As the site employees were affected by the restrictions adopted during the pandemic, the company developed and introduced a number of systems to enable them to reach healthcare professionals remotely for promotional activities. This made it possible to protect our employees from negative impacts and risks of the pandemic.

The available infrastructure and systems boost our business productivity and capacity of communications. Besides, end-to-end encryption (WILDCARD SSL-VPN-2FA-Antivirus- e-Mail Security etc.) ensures full security.

We renewed and commissioned our Ekol Internal Communication Platform in the form of a corporate communication portal powered through Microsoft Sharepoint Online infrastructure. Ekol Social Microsoft Yammer, our internal social media platform, was launched for allowing all employees to interact through the same platforms. All Medical Sales Representatives are provided with mobile devices which enable them to have online access to all kinds of information about our human medicinal products. Hence, we have managed to eliminate the use of printed materials in order to minimize the number of trees cut for our operations in line with our environmental commitments. Also, we use Ekol in order to provide our employees with free online training and information in addition to enabling them to meet for achieving joint objectives by means of social clubs and events.

PROMOTION OF EMPLOYEES' RIGHTS

WORKING ENVIRONMENT AT SANTA FARMA

The Enterprise Resource Planning (SAP-ERP) Project which was launched in November 2011 aims to promote cost traceability, standardize business processes and control all of the processes from raw material supply to actual manufacturing phases. The fully validated processes enable the company to manage all operations in a well-integrated manner.

Also, the transition to Central Procurement organization, which was implemented in line with the goal of improving business processes, enabled us to adapt the Supplier Relations Management (SAP SRM) module as necessary.

In addition to SAP-ERP and QMEX systems, the company makes effective use of support systems such as business acumen and several operational systems integrated with each other meant to increase effectiveness of business processes. Those systems are continually updated in order to keep pace with changing needs. In that respect, we developed B2B Order Integration infrastructure for our domestic customers in 2018. In 2021, the company commissioned the cash flow management project which was intended to ensure management of financial resources more effectively.

Furthermore, the company initiated a transformation project known as DOMINO in order to improve processes related to supply chain management, create a more effective structure and provide protection against potential risks with due regard for the increasing importance of supply chain in global scale as a result of the pandemic. In 2024, our Qmex Quality System was upgraded to a new version with a renewed technological infrastructure. In line with our objective of increasing efficiency by digitalizing manual processes during 2023, 2024 and 2025 several digitalization projects were carried out in designated areas.

In order to maximize operational efficiency and ensure the most effective use of existing resources, innovative technologies such as Robotic Process Automation (RPA) and Artificial Intelligence (AI) have been implemented within our business processes, and the adoption of these technologies is being gradually expanded over time. In 2025, four Robotic Process Automation processes and one Artificial Intelligence project were put into operation, and the use of these technologies will continue to increase progressively in the coming period.

The company organizes yearend meetings at the end of each year in order to disclose corporate strategies to employees and improve the communications between employees. During those meetings, we evaluate the previous year, set the targets for the next year, offer trainings on several issues, launch our products and support teamwork by means of various activities. Also, we create a social environment where employees may relax and have fun together.

In our sports festival, another traditional company event, sports events were organized in different branches with the participation of Santa Farma employees.



Ekol Portal, the intranet of Santa Farma, was updated in 2025. We uploaded audio books, short books and essays on the Digital Library section of the corporate portal in order to share useful information with the employees throughout the year.

PROMOTION OF EMPLOYEES' RIGHTS

EMPLOYMENT

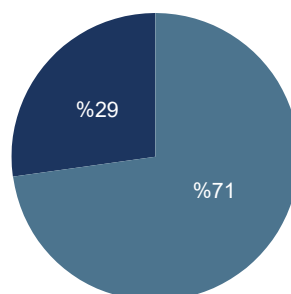
As of December 2025, Santa Farma employee profile is:

TOTAL WORKFORCE UNDER EMPLOYMENT CONTRACTS

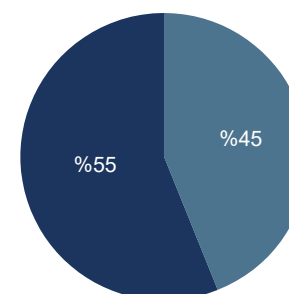
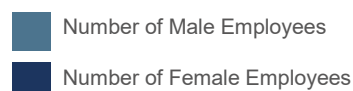
	Total
Number of Employees with Contracts of Definite Duration	1
Number of Employees with Contracts of Indefinite Duration	1071
Total Number of Employees	1072

TOTAL WORKFORCE PER GENDER

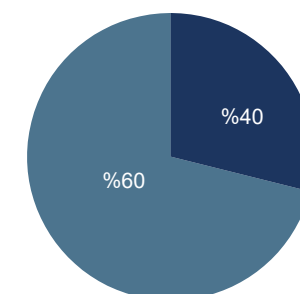
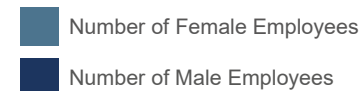
Company Total	Total	Head Office	Total	Manager Positions	Total
Number of Female Employees	313	Number of Female Employees	80	Number of Female Managers	64
Number of Male Employees	759	Number of Male Employees	99	Number of Male Managers	98
Total Number of Employees	1072	Total Number of Employees	179	Total Number of Managers	162



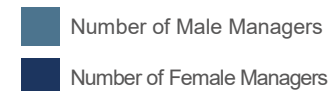
Grand Total



Head Office



Manager Positions



NUMBER OF TERMINATIONS IN THE REPORTING PERIOD

Number of Employees Subject to Termination	Female	Male
	63	136
Total	199	

We think of the company as a big family and each employee is a member of this family. Since our employees have worked at the company for a long time, they remain committed to the company with an outstanding sense of belonging.

As of 2025, the average service duration is 7.2 years. We recognize our employees who have worked for more than 10 years by offering recognition plates and underlining their importance to the company at the annual meeting every year. The employee transfer rate is 17.6 % in 2025.

AVERAGE SERVICE AND EMPLOYEE TRANSFER RATE

Average Service Duration (Years)	7,2
Employee Transfer Rate (%)	%17.6

EMPLOYEE TRANSFER RATE PER GENDER

Employee Transfer Rate (%)	Female	Male	Total
	5.6	12	17.6



As of 2021, our "ROTA Career Planning Project" has been implemented. Launched under the main objective of becoming a "Preferred Company," the ROTA Career Planning Project was initiated to revise the existing career paths and position requirements within our organizational structure, design an assessment center process, and support employees' career development.

This project was shaped by changes experienced in business life, current Human Resources practices, our goal of becoming a "Preferred Company," and, in particular, the feedback received from our employees in the "Employee Engagement and Experience Survey" conducted in 2019 regarding "Career Planning and Development."

Within the scope of the ROTA initiatives, the level changes and appointments of 51 employees evaluated based on defined objective criteria were successfully completed.

PROMOTION OF EMPLOYEES' RIGHTS

EQUAL OPPORTUNITY

At **Santa Farma**, we uphold the principles of equal opportunity and respect for the individual in all Human Resources processes beginning from the hiring without making discrimination as to ethnic background, religion, language, race, political affiliation or gender.

We evaluate the professional experience and expertise of candidates objectively during hiring, promotion and similar processes in order to promote equal opportunity.

Hiring management system of **Santa Farma** aims to recruit qualified individuals who adhere to the corporate culture and values, meet the requirements of the position, and have the competences required to contribute to the organization and therefore, select the suitable candidate in line with the principle of equal opportunity.

Everyone who wants to work at Santa Farma may file an application for the vacancies or potential vacancies on our online and other platforms. The vacancies are announced at web portals and candidates are also offered the opportunity to contact Santa Farma through its corporate website.

All applications are evaluated in line with the criteria specified in the vacancy announcements and suitable candidates are invited to an interview. The interview process is held for evaluating the candidates according to the objective criteria and competences required for the position and each candidate is given a score in order to hire the candidate with the most suitable qualifications. **Since the outbreak of the pandemic, we conduct the foreign language tests, personality, behavioural and conformity tests, case studies and simulations online.** After that, we perform reference checks and extend our job offer to candidates who succeed in all of the abovementioned processes. We give negative feedback to candidates, when applicable, via internet portals and e-mail. As a company dedicated to show Respect for the Individual, Santa Farma gives feedback to all candidates about the progress of the hiring process based on the criteria of objectivity and transparency.

Similarly, all tests and inventories, case studies, simulations and presentations constituting Assessment Center Applications are conducted online for the assignment and promotion processes for internal candidates.

Santa Farma maintained its popularity with jobseekers by receiving 83.537 applications through all career portals and its corporate website in 2025. The company makes it a priority to give feedback to all applicants through all career portals and its corporate website. In that respect, we gave feedback to all applicants maintained 99,97% response rate for the 14th year in 2025. As a company dedicated to upholding principles of equal opportunity in hiring processes, Santa Farma hired female employees for **30%** of all vacancies and **60% of vacancies** at the head office in 2025.

Santa Farma admits interns to the plant and head office in cooperation with universities. Interns are provided with the opportunity of technical and professional development. Following the completion of the internship, they are recruited based on the employment needs of the company. Santa Farma admitted **176 interns** in total 117 of whom were assigned at the plant while the remaining 59 interns were assigned at the head office in 2025.

Total number of positions, number of applications, statistical data about the interviews, fulfilment of positions, candidate selection, evaluation and feedback processes are evaluated and reported on an annual basis. This makes it possible to define the points for development and set objectives for betterment and improvement of hiring processes.

Beginning from the announcement of job advertisement, all hiring processes from the initial interview of the Human Resources to the filling of the position are monitored based on the relevant objectives.

26% of new hires were assigned in Istanbul while 46% were assigned at our plant in Dilovası and 28% for the provinces throughout Turkey in 2025.

PROMOTION OF EMPLOYEES' RIGHTS

EQUAL OPPORTUNITY



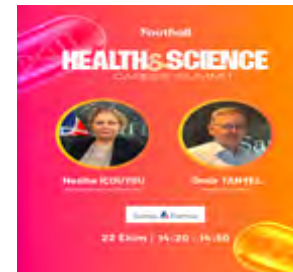
Collaborative Protocols with Universities and Career Events

During the events, they provided general information about the pharmaceutical industry, introduced departments and functions as well as the relevant positions, gave tips for preparation of curriculum vitae and interviewing processes and organized Career Coaching and Mentoring sessions for students.

- The “Emotional Intelligence Training” was delivered in person in collaboration with the PharmAcademy Club of the Faculty of Pharmacy at Marmara University.
- Within the scope of the Mentor Project, our Group Medical Manager, Emre Abanoz, provided one-to-one mentoring to 4 students.
- Our Recruitment Team conducted interview simulations with 20 students.



- At the Youthall Health & Science event, our Medical Director, Ömür Tanyel, and our Regulatory Affairs Director, Nezihe İçduygu, shared their career journeys with students.
- For students of the Biotechnology and Genetics Club at Yıldız Technical University, our Recruitment team conducted a “CV Review” session, and our trainer, Nerim Özevren, delivered a “Effective Presentation Techniques Training.”
- At the Career Days event organized by the Faculty of Pharmacy of Istanbul University, our Recruitment team responded to students' questions.

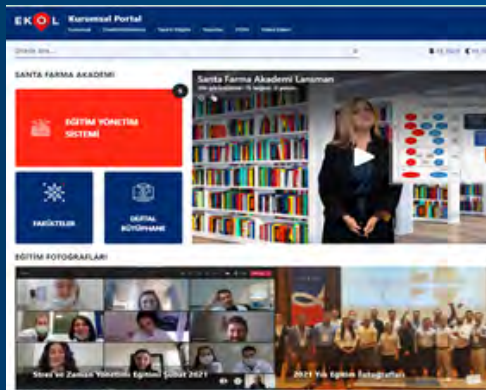


- The “CV Review” session was conducted in collaboration with the Medupsa Club of Medipol University, together with our Recruitment team.

PROMOTION OF EMPLOYEES' RIGHTS

As a company that values its employees, Santa Farma offers personal and professional development training programmes to increase their motivation and creates suitable means for enabling the enterprise to keep up with the changing conditions along with the employees. Founded in 2020, Santa Farma Academy continued to make efforts to promote a learning culture by organizing training needs survey in 2025. The annual training schedule created in line with the needs of employees was shared with the relevant divisions along with the necessary analyses.

In 2025, 22 Digital Essays were uploaded to the Digital Library for the benefit of the employees.



Mandatory Training Programmes

Online Orientation Training

Orientation training programmes which are meant to ensure adaptation of new hires and inform them of the corporate culture went online through Teams during the pandemic. Online orientation training sessions help the new hires have a grasp of the corporate culture, corporate values, vision and mission, its organizational structure, functions of individual divisions and HR practices. Santa Farma offer “Welcome Box”, prepared by Orienteam, to the new hires as part of the orientation.



Internal Training

In 2025, we organized 62 internal training sessions with the participation of 838 employees. 97.35% employees were satisfied with the training they attended.



Online OHS Training

OHS training programmes are intended to evaluate the risks in working environments and to raise awareness in employees in that regard.

All employees were provided with 12 hours' online OHS Training by means of the Training Management System.

We ask participants to give feedback about the training programmes in order to evaluate and report satisfaction of participants. The following chart summarizes the training programmes organized by the Human Resources Department for the Head Office, Central Marketing Office and Site employees and the training duration per employee in 2025.

TRAINING DURATION PER EMPLOYEE / HEAD OFFICE

2025

TRAINING PROGRAMMES

TOTAL NUMBER OF PARTICIPANTS

NUMBER OF PARTICIPANT TRAINING DURATION (HOURS)

TRAINING DURATION PER EMPLOYEE (HOURS)

SF ACADEMY INTERNAL TRAININGS	Training Faculty	Stress and Time Management	48	193	0.17
		Project Management	15	80	0.05
		Decision Making	12	84	0.07
		Effective Communication	43	129	0.11
		Problem Solving	32	130	0.11
		Presenting Techniques and Effective Slide Design	23	92	0.08
		Management Techniques and Coaching	18	98	0.08
		8 Step Problem Solving	58	135.5	0.18
		Effective Meetings and Decision Making	29	47	0.13
		Time Management and Work-Life Integration	39	129.5	0.12
		Emotional Intelligence	44	132	0.12
		Effective Delegation and Leadership	8	24	0.04
		Presentation Skills	3	12	0.01
		Habit and Mindset	12	72	0.08
		Dealing with Rejection	81	378	0.69
		Situational Leadership	103	142	0.13
		Motivation	1	4	0.09
	Sales Faculty	Sales Management	28	58	0.05
		Effective Visit and Sales Techniques	12	12	0.01
		GMP (Good Manufacturing Practices)	2	9	0.01
		New Product Training	8	84	0.09
		Customer Leadership	8	84	0.08
	Leadership Faculty	New Product Management	8	23.5	0.02
		Coaching	9	36	0.03
		Leadership Development Training	5	80	0.07
		Museum Visits and Cultural Awareness Training	9	36	0.03
		Performance Coaching	38	108	0.10
	Marketing and Medical Faculty	Presentation Skills	2	6	0.01
		Dealing with Rejection	8	18	0.02
	Employee Trainings	Effective Visit and Sales Techniques	25	28	0.02
		Basic Occupational Health and Safety Training	8	8	0.01
		Sustainability and Environmental Awareness Trainings	21	21	0.02
		Effective Communication	12	36	0.03
		Digitalization Awareness Trainings	28	60	0.04
		Zero Waste Training	28	28	0.02
		First Aid Basic Training	18	18	0.02
		Project Management	20	37.7	0.03
EXTERNAL TRAININGS	Leadership Faculty	Advanced Excel and Data Analysis	17	212.8	0.18
	Leadership Faculty	Leadership Development Program: Communication, Persuasion and Influencing Skills	16	189	0.17
	Leadership Faculty	Leader Coaching	16	189	0.17
	Leadership Faculty	Youth Leadership	68	828	0.82
	Leadership Faculty	Strategic Leader	11	143	0.13
	Professional and Technical Trainings	Strategic Marketing (Module)	21	240	0.21
	Sales Faculty	Advanced Sales and Performance	11	606	0.08
	Sales Faculty	Sales Strategy and Key Account Management	8	84	0.05
		Recruitment Training	128	200	0.22
		Excel Advanced	13	85	0.09
		GMP & Sanitation Education for Management	18	144	0.13
		End-to-End Supply Chain Management Training	2	116	0.10
		File Management Training	1	8	0.01
		Compliance with the New Turkish Commercial Code and Related Legislation Training Program	1	4	0.09
	MANDATORY TRAININGS		Occupational Health, Safety and Environment	147	284
		Occupational Health and Safety Training for All Employees	417	8094	1.41
UNIVERSITY		YTÜ Biotechnological and Genetic R&D Summer Internship Program	18	27	0.02

Average of SF Employees: 1134

1789

11970

10,54

TRAINING DURATION PER EMPLOYEE / PLANT

2025

TRAINING TITLE	TOTAL NUMBER OF PARTICIPANTS	TOTAL PARTICIPANT-HOURS (HOURS)	AVERAGE TRAINING DURATION PER EMPLOYEE (HOURS)
Awareness Trainings	2.081	381.551	0,35
Occupational Health and Safety & Environmental Trainings	6	3	0,00
Professional Trainings	989	44.835	0,09
Orientation Trainings	88	349439	7,51
Periodic Trainings	567	5037	0,02
QMex Trainings	98	3910	0,08
SAP Trainings	368	31298	0,16
SOP Trainings	9490	3285754	0,65
Personal Development	0	0	0
TOTAL	13.687	64.057.213	8,85

Due to the increase in the number of employees in 2025, the average training hours per employee were lower compared to 2024.

In 2025, planned online trainings were given through the Santa Farma/Ekol Portal. At the same time, digital training organizations were held on Microsoft Teams.

PROMOTION OF EMPLOYEES' RIGHTS

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

In 2025, surveillance audits for the ISO 45001 Occupational Health and Safety Management System were successfully completed at the Santa Farma Pharmaceutical GEBKİM Organized Industrial Zone facilities.

Through its occupational health and safety activities, Santa Farma aims to minimize or control risks arising from its operations across all processes—from new product development to the end customer—ensure continuous improvement of defined performance indicators, and comply with the requirements of GMP and the Occupational Health and Safety Management System.

At Santa Farma facilities, activities are carried out in accordance with occupational health and safety practices, and a summary of these efforts is provided below.

An Occupational Health and Safety (OHS) policy has been established by top management. OHS objectives and performance are supported by this policy, implemented accordingly, and ensured for continuity. The OHS policy is communicated to employees through internal display screens, facility notice boards, common areas, orientation and basic training programs. In addition, policies are shared with employees and relevant stakeholders via the company website.



ASSIGNMENT OF OHS PROFESSIONALS

At Santa Farma's Factory, Headquarters, and Field locations, services of an Occupational Physician and Occupational Safety Specialist are provided in accordance with the "Regulation on Duties, Powers, Responsibilities and Training of Occupational Physicians and Other Healthcare Personnel" and the "Regulation on Duties, Powers, Responsibilities and Training of Occupational Safety Specialists," within the time periods defined by the relevant legislation.

In addition, although there is no legal requirement, Other Healthcare Personnel and Occupational Safety Technicians are also employed at the Santa Farma GEBKİM Organized Industrial Zone Facility.

Furthermore, within the scope of the "Regulation on Environmental Management Services," a team consisting of Environmental Engineers, an Environmental Technician, a Forklift Operator, and Field Waste Personnel carries out environmental management activities at the Santa Farma GEBKİM Organized Industrial Zone Facility.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

In accordance with the "Regulation on Occupational Health and Safety Committees," the Occupational Health, Safety, and Environment Committee has been established and carries out its activities on a regular basis. At workplaces classified as hazardous under the Hazard Classes Notification List, Committee meetings are held periodically.

In addition to the members defined under the relevant regulation, relevant department managers also participate in the Committee meetings depending on the agenda items. All activities within the Committee agenda are carried out in consideration of applicable legal requirements.

The following topics are included in the Committee agenda:

- Occupational accidents and occupational disease cases,
- Employee reports, hazardous situations, and near-miss notifications,
- Legal compliance evaluation results,
- Change control practices,
- Monitoring and measurement activities,
- Workplace surveillance and audit results,
- Trainings,
- Other occupational health and safety topics,
- Other management system topics (Environmental, Energy, Water Efficiency, etc.).

HEALTH SCREENING

In accordance with the “Regulation on Duties, Authorities, Responsibilities and Training of Occupational Physicians and Other Healthcare Personnel,” occupational health examinations and medical surveillance of employees, including pre-employment and periodic medical examinations, are carried out regularly under the Occupational Health Surveillance Procedure.

Periodic medical examinations are performed at intervals of up to three years, depending on the risk level of the work. Employees working in production areas undergo annual carrier (portage) examinations. Occupational health risks are assessed based on annual workplace hygiene measurements, and employees’ health monitoring processes are conducted accordingly.

Periodic medical examinations for employees with disabilities, pregnant employees, employees working in waste handling areas, and interns are conducted at six-month intervals. Health inspections related to outsourced catering and cleaning services are also carried out at regular intervals.

EVALUATION OF RISKS FOR OCCUPATIONAL HEALTH AND SAFETY

At Santa Farma, a risk assessment team has been established to identify occupational health and safety hazards and assess risks arising from all activities, including routine and non-routine operations, as well as contractors and visitors. In accordance with the Occupational Health and Safety Risk Assessment Procedure, processes related to areas and operations are defined, evaluated, and corrective and preventive actions are implemented as specified in the procedure. The outcomes of these assessments are reviewed by the Occupational Health and Safety Committee when deemed necessary.

The Risk Assessment Team consists of individuals designated by the relevant process owners. The team meets jointly with the members of the Occupational Health and Safety Committee to review risks arising from activities on an annual basis, to evaluate procedures and instructions in line with operational experience and current regulatory requirements, to ensure dissemination and increase implementation effectiveness, and to plan and execute improvement actions for areas requiring development. Additional meetings may be held when necessary.

Risk assessment activities are monitored under the following headings:

- Area Risk Assessments (Fine-Kinney Method)
- Machinery Risk Assessment
- Explosion Protection Document
- Root Cause Analysis
- Checklists
- HAZOP (Hazard and Operability Study) Risk Assessment
- Ergonomic Risk Assessment
- Arc Flash Analysis
- Chemical Exposure Risk Assessment



OCCUPATIONAL HEALTH AND SAFETY TRAINING

Occupational health and safety orientation trainings are provided to employees prior to the commencement of work. Trainings required under the “Regulation on the Procedures and Principles of Employee Occupational Health and Safety Training” are delivered to all employees in accordance with the annual training plan. Through the Basic Occupational Health and Safety Training, employees are informed on the following topics.

In addition to basic occupational health and safety training, job-specific trainings and certified training programs are also provided to employees. Furthermore, in line with regulatory updates, employees’ vocational training and competency certifications are carried out accordingly. Occupational health and safety refresher trainings are delivered either face-to-face or online in accordance with the “Regulation on the Procedures and Principles of Employee Occupational Health and Safety Training.”

ENVIRONMENTAL TRAINING

Before commencing work, employees receive orientation training on General Environmental Awareness and Waste Management. In accordance with the annual training plan, all employees are provided with awareness and information sessions covering Environmental Awareness, Life Cycle Perspective, Waste Management, Zero Waste, Water Efficiency, Actions to Be Taken in the Event of a Chemical Spill, the Regulation on the Transport of Dangerous Chemicals by Road, and the requirements of the ISO 14001 Environmental Management System.

AVERAGE TRAINING HOURS PER EMPLOYEE / GENERAL		2025		
TRAININGS		TOTAL NUMBER OF PARTICIPANTS	TOTAL TRAINING HOURS X	AVERAGE TRAINING HOURS PER EMPLOYEE
Integrated Management System Trainings	Environmental Trainings (Factory/Head Office/Field)	1113	673,5	0,61
	Energy Trainings (Factory)	495	268	0,54
	Water Efficiency Trainings (Plants)	41	41	1
	Orientation (Factory/Head Office/Field/Contractor/Visitor)	307	921	3
	Basic Occupational Health and Safety Trainings (Factory/Head Office/Field)	417	5004	12
	Other Occupational Health and Safety Trainings (Factory/Head Office/Field/Contractor/Visitor)	1917	1485	0,77
	Professional Trainings (Personal Development)	12	108	9
	Certified First Aid Trainings	25	312	12.48

OCCUPATIONAL ACCIDENTS AND NEAR-MISSES

In the event of an occupational accident, hazardous condition, or near-miss incident, occupational health and safety requirements are evaluated and root causes are identified in collaboration with the relevant departments in accordance with the "Accident and Incident Procedure". Based on the results of the evaluation, actions determined through root cause analysis are implemented in line with the "Occupational Health and Safety, Environment and Energy Corrective and Preventive Actions Procedure".

Following accident and incident investigations, team-based reviews are conducted, findings are discussed within the Occupational Health and Safety Committee, and corrective actions are identified. Trend analyses of accident and incident investigations are monitored on a quarterly basis.

Any changes required as a result of corrective and preventive actions are managed in accordance with the "Occupational Health and Safety, Environment and Energy Change Control Procedure".

To encourage the reporting of hazardous conditions and near-miss incidents, "Hazardous Condition / Near-Miss and Suggestion Boxes" are available in common areas throughout the facilities. Incidents reported by employees are evaluated, and the necessary corrective actions, responsible persons, and target completion dates are determined and planned accordingly.

	2023	2024	2025
Lost Time Injury Rate	7.96	7.46	10.28
Medical Treatment Injury Rate	4.31	4.09	2.88
Occupational Disease Rate	9	0	0
Number of Fatal Accidents	9	0	0

EVALUATION OF WORK HYGIENE

The company analyses the environment, personal exposure and thermal comfort levels in order to determine the threats arising from the working environment and take measures as necessary. Those analyses are performed periodically every year. The results are evaluated by the Occupational Health and Safety Committee so that corrective and preventive actions may be planned if necessary.

PERIODICAL CONTROLS

All periodic inspection activities are carried out in accordance with the Regulation on Health and Safety Conditions in the Use of Work Equipment and the Occupational Health and Safety, Environment, and Energy Monitoring and Measurement Instruction. Periodic inspections of all work equipment at the facility are regularly performed by accredited inspection bodies. The results of these inspections are shared with relevant personnel through a work tracking software, and the follow-up of corrective actions is ensured.



EMERGENCIES

According to the Emergency Procedure prepared in accordance with relevant regulations, the actions to be taken during emergencies are clearly defined. Emergency planning is carried out by the Emergency Management Team. The emergency procedure practices at the Santa Farma GEBKİM Facility have been integrated with the Gebkim Organized Industrial Zone Emergency Response Software Project (GAMP).

Employees assigned to emergency teams undergo regular hands-on training in first aid, fire response, search and rescue, and other emergency procedures.

Potential emergency drills are planned and conducted annually. Following each drill, a safety briefing related to the exercise is held for all participants at the assembly area. Observations and results from the drills are reported to the Emergency Management Team and evaluated by the Occupational Health and Safety Committee.



INTERNAL AUDITS

In accordance with the Occupational Health and Safety (OHS), Environment, and Energy Audit Management Procedure, internal auditors receive the necessary training. Annual internal audits covering all departments and processes related to OHS, environment, and energy are planned and conducted. Non-conformities identified during internal audits are reviewed, and appropriate Corrective and Preventive Actions are planned accordingly. Previous audit results are taken into account in the identification of significant OHS, environmental, and energy risks. The outcomes of internal audits are evaluated and reported to senior management.

RULES FOR VISITORS AND SUB-CONTRACTORS

Visitors and sub-contractor employees are admitted to the plant by the security staff. Those people will be subject to visitor procedures. In Visitors and sub-contractor employees are not allowed to act independently inside the plant in that they are escorted by the relevant Santa Farma employees.

Sub-contractor companies are required to attend training programmes required for being allowed to work on site in line with the Procedure on Work Permission for Occupational Health and Safety Purposes.

ENVIRONMENTAL MANAGEMENT

In 2025, the surveillance audits conducted under the scope of the ISO 14001 Environmental Management System at the Santa Farma Pharmaceutical GEBKİM Organized Industrial Zone Facility were successfully completed, and certification was maintained. It is our responsibility to pass on nature to future generations in at least the condition in which we received it. The importance we place on human health is inseparable from the importance we place on environmental health. At our modern manufacturing facility, production is carried out using environmentally responsible technologies. Through its Environmental Policy, Santa Farma monitors the consumption of natural resources within the framework of sustainability principles and is committed to protecting the environment across all of its activities. The company publicly undertakes to utilize appropriate technologies for environmental protection, raise employee awareness regarding environmental responsibility, prevent pollution through compliance with applicable legislation while taking into account the needs and expectations of relevant stakeholders, and continuously improve its environmental performance. In line with these principles:

- Provides training to employees, interns, contractors, and suppliers to raise awareness of environmental protection and promote environmentally responsible practices.
- Utilizes environmentally friendly technologies to control and minimize environmental impacts.
- Ensures full compliance with all applicable legal regulations and the effective monitoring of customer requirements.

Production is carried out in larger batch sizes through high-capacity manufacturing lines, resulting in reduced wastewater generation and lower energy consumption.

Water recovered through recycling and recovery projects is reused within the raw water treatment process. In addition, campaign-based production is implemented for suitable products to reduce high levels of water consumption. During the R&D phase, products and processes with lower water consumption are preferred whenever feasible.

Dedicated sealed dust collection systems are installed in the solid dosage manufacturing areas of the facility. These systems are monitored and controlled online 24/7 through the Building Management System (BMS).

To ensure effective monitoring of the quality of discharged wastewater, an "Automatic Sampling Device" has been installed at the facility. This enables wastewater discharge parameters to be monitored on a daily basis.



ENVIRONMENTAL MANAGEMENT

ENVIRONMENTAL MANAGEMENT SYSTEM

From new product development through to delivery to the end customer, Santa Farma aims to minimize or control the environmental aspects and adverse environmental impacts associated with all its business activities, reduce the consumption of natural resources, ensure the continuous improvement of defined performance indicators, and comply with the requirements of ****current Good Manufacturing Practices (cGMP)**** and the ****Environmental Management System****. To enhance its environmental performance, Santa Farma aligns its operations with established environmental objectives.

A sustainable environment requires effective management that is integrated with all other organizational processes. The Environmental Management process is overseen through ****Management Review Meetings****, while the ****Risk and Environmental Aspect Assessment Team**** plays an active role in the implementation, execution, and dissemination of related activities. The effective management of the process in cooperation with other relevant functions is ensured through the participation and feedback of all employees.

Within the scope of the Environmental Management System, ****Environmental Aspect and Impact Assessments**** as well as ****Risks and Opportunities**** are identified for activities, products, and services, taking a life cycle perspective into consideration.

The life cycle approach encompasses the successive and interconnected stages of a product or service, from the acquisition or extraction of raw materials and natural resources through to its final disposal.

Life cycle stages include raw material procurement, design, production, transportation and delivery, use, end-of-life treatment, and final disposal.

As part of process management, risks and opportunities have been identified on a process basis. In addition, risks and opportunities are separately evaluated within the framework of the Environmental Management System. The purpose of identifying risks and opportunities is to provide assurance that the Management System can achieve its intended outcomes, enhance desirable effects, prevent or reduce undesirable effects, and support continual improvement.



ENVIRONMENTAL MANAGEMENT

WASTE MANAGEMENT

Under the "Waste Management Procedure", wastes are segregated as hazardous waste, industrial waste, recyclable and recoverable waste after which they are disposed in cooperation with the companies accredited by Turkish Ministry of Environment and Urbanization without damaging environment provided that recoverable wastes will be given priority for that purpose. The wastes are continually recorded according to their classification and monitored in terms of monthly trends. Significant indicators such as amount of hazardous waste per box should be monitored as an indicator of the waste management performance. We provide up-to-date information to our employees, suppliers, business partners and visitors in order to increase efficiency of waste management system.



ZERO WASTE SYSTEM AND CERTIFICATE

Santa Farma has been awarded the "Zero Waste Certificate" for both its Headquarters and GEBKİM Organized Industrial Zone Facility through the effective implementation of the "Zero Waste Regulation** published by the "Ministry of Environment and Urbanization" in the Official Gazette dated 12 July 2019 and numbered 30829.



Santa Farma has established a Zero Waste Action Plan, and the coordination committee formed within the framework of this plan evaluated the current situation and developed a roadmap for implementation. As part of the plan, the necessary procurement activities were completed and relevant training programs were delivered.

Within the scope of the Zero Waste Project, all under-desk waste bins in administrative offices were removed and centralized waste collection areas were established.

Through its Zero Waste initiative, Santa Farma aims to ensure that waste is reintegrated into the system through a more effective and manageable process, minimize waste generation, and promote waste awareness not only in the workplace but also as a practice extending into individuals' daily lives.

WASTE RECOVERY

In accordance with the Regulation on the Control of Packaging Waste, enacted under the Environmental Law, all obligations related to the packaging of products placed on the market are fulfilled in compliance with the applicable regulatory requirements. Santa Farma maintains a Green Dot Trademark Sublicense Agreement with ÇEVKO, which is renewed annually. Recyclable waste generated during manufacturing activities is segregated at source in accordance with the Waste Control and Management Procedure and recovered through cooperation with facilities licensed by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye. In accordance with the Regulation on the Recycling Contribution Fee (GEKAP), Santa Farma submits its GEKAP declarations to the system of the Ministry of Treasury and Finance of the Republic of Türkiye within the prescribed reporting periods.

AMOUNTS OF WASTE SENT FOR DISPOSAL AND RECOVERY

Waste generated within the facility is managed in accordance with the Waste Control and Management Procedure. All waste is effectively segregated and collected separately at the source in compliance with applicable legislation and procedures. The collected waste is transferred to facilities licensed by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye.

As a result of field studies conducted to reduce our environmental footprint, the amount of waste sent for recovery increased by 11% compared to the previous year.

WASTE TYPES AND DISPOSAL & RECOVERY METHODS			
	2023	2024	2025
Disposal	38%	53%	42%
Recovery	62%	47%	58%

ENVIRONMENTAL ASPECT, IMPACT, AND RISK ASSESSMENT

Separate teams have been established for Environmental Aspect and Impact Assessment, Energy and Water Efficiency, and Occupational Health and Safety Risk Assessments, and these teams play a significant role in the identification and control of environmental impacts. The environmental impacts of production and waste management practices, activities planned under monitoring and measurement programs, and activities carried out within the scope of emergency situations and drills are regularly monitored. Whenever a nonconformity, risk, or opportunity for improvement is identified, the necessary corrective actions are planned and the completion of these actions is monitored.

MONTHLY ACTIVITY REPORTS AND INTERNAL AUDITS

In addition to the Monthly Activity Reports prepared in accordance with applicable legislation, a Monthly Field Surveillance Report is also prepared, and field applications related to Environmental Management activities are monitored. In accordance with the Integrated Management System Audit Management Procedure, annual Integrated Management System internal audits covering all processes are planned and conducted. Nonconformities identified during internal audits are evaluated, and the necessary corrective actions are planned. The results of previous audits are taken into consideration when determining significant environmental risks.



BIODIVERSITY

Our facility is located within the GEBKİM Organized Industrial Zone and features 14,000 square meters of landscaped green space. In addition to a variety of plant species, the site includes 250 pine trees and 58 trees of various species and sizes, creating a natural landscape environment.

The maintenance, irrigation, and landscaping of all green areas are carried out regularly by our full-time gardener, ensuring the sustainability of the site’s environmental and landscape management with great care.

ENERGY AND WATER EFFICIENCY MANAGEMENT

ENERGY MANAGEMENT

Since the early years of its establishment, Santa Farma's GEBKİM facility has carried out numerous initiatives focused on energy efficiency. One of the most significant among these is the HVAC Systems Economy and Energy Monitoring Project, implemented in 2020. Through this project, Santa Farma achieved energy and natural resource savings equivalent to the annual consumption of 3,455 households in electricity, 800 households in natural gas, and 24,000 households in water over a three-year period.

Within the scope of the project, methods developed to optimize energy and natural resource consumption resulted in savings of 6,800,000 kWh of electricity, 800,000 Sm³ of natural gas, and 24,000 m³ of water.

As of 2023, these activities have been carried out in a more systematic, integrated, and sustainable manner under the ISO 50001 Energy Management System (EnMS) framework.

Critical Energy Use (CEU) points within our facility are continuously monitored and recorded on a 24/7 basis.



In all ongoing and planned activities at the facility, energy efficiency is taken into account when determining energy usage points, as well as when designing new installations, equipment, and systems.

Within the scope of the ISO 50001 Energy Management System, all data and projects are periodically reviewed in Energy and Water Efficiency Review (EWER) meetings, with the participation of the Energy and Water Efficiency Team and relevant departmental representatives. These evaluations are discussed, assessed, and recorded in a structured manner. In addition, outcomes of the Energy and Water Efficiency Review (EWER) meetings are further reviewed during Management Review Meetings (MRM), where energy and water efficiency performance and related decisions are evaluated at the senior management level.

WATER EFFICIENCY

Santa Farma operates with full awareness of the strategic importance of water in production processes and considers the sustainable management of water resources as one of its core priorities. In line with GMP requirements, the company aims to ensure compliance while maintaining high-quality operations.

Santa Farma adopts Water Efficiency Management System practices aimed at reducing water consumption, supporting reuse applications, and protecting environmental balance in order to ensure efficient use of water resources, conserve natural resources, and secure their availability for future generations. Within this framework, activities are carried out to monitor water consumption at the facility, develop efficiency-enhancing practices in processes, reduce losses, and protect water resources.

As of 2025, in order to conduct these efforts in a more systematic and effective manner, the implementation of the ISO 46001 Water Efficiency Management System has been initiated under the Energy Management System framework.

Water lost within the system has been recovered through a recycling project, resulting in annual water savings of 10%.

RESOURCE CONSUMPTION

The electricity, water, and natural gas consumption data for the last three years are presented in the tables below.

	2023	2024	2025
Electricity Consumption (kWh)	12.705.204,74	12.535.693,96	12.564.838,18
Water Consumption (m ³)	112.177	117.330	107.399
Natural Gas Consumption (Sm ³)	1.677.811	1.475.309	1.517.598

ANTI-CORRUPTION

COMPLIANCE, ETHICAL PROMOTION AND MARKETING

Santa Farma has been dedicated to performing its operations objectively in line with the ethical principles since it was incorporated.

We aim to remain a transparent company which is accountable to all. As a pharmaceutical company working for offering drugs to patients, Santa Farma is aware of the negative consequences which might arise from corruption and bribery involved in commercial activities. Therefore, it does its best to fight corruption and bribery. The Legal and Compliance Department which directly reports to the President of the Board of Directors takes a leading role in implementation of ethical rules. Our company's commitment to ethical values is not merely a legal obligation, but also a natural reflection of its responsibility to society, its stakeholders, and public health.

The Legal and Compliance Department creates internal procedures and guidelines in line with the applicable regulations and updates them to the extent necessary. As a short-term goal, the company aims to publish those procedures and guidelines in order to form the cornerstone of ethical rules and make them part of the corporate culture. The actions taken to achieve this goal are meticulously reviewed by the management. Our medium-term objective is to ensure that these procedures are recognized within the Company not merely as regulatory documents but as fundamental pillars of our ethical values, making this understanding an integral part of the corporate culture.

We comply with all anti-bribery and anti-corruption rules in our relationships with our domestic and international customers and business partners in addition to our internal stakeholders. We undertake to observe the anti-bribery and anti-corruption rules as well as codes of ethics in our agreements with customers, require our employees and suppliers to act accordingly, and conduct detailed analysis and research to the extent required for ensuring our compliance with the relevant principles.

We undertake marketing activities in the same manner in line with the rules introduced by the Ministry of Health in addition to the principles of Anti-Corruption Regulation, UN Global Compact, Association of Research Based Pharmaceutical Companies (AIFD), Pharmaceutical Manufacturers Association of Turkey (IEIS) and Pharmaceutical Industry Association of Turkey (TISD). Both the Legal and Compliance Department and Marketing and Promotion Department take diligent actions in order to comply with the regulatory requirements.

Santa Farma remains dedicated to observing ethical principles and anti-bribery and anti-corruption rules in an uncompromising manner. In this regard, Santa Farma operates with a sense of responsibility that considers not only today but also the future, viewing business ethics, transparency, and accountability as integral elements of corporate sustainability.



SANTA FARMA'S PROGRESS TARGETS

Employees' Rights

- To complete Phase II of the Career Planning and Succession Project
- To implement an Assessment Center Program for field employees
- To enhance the infrastructure of the Recruitment, Training, and Performance Management Systems
- To execute Phase II and Phase III of the Business Intelligence Applications – Power BI Project

Environment

- To carry out training, awareness, and suggestion system development projects within the scope of continuous improvement efforts of the ISO 14001 Environmental Management System
- To develop efficiency improvement projects in the context of energy efficiency and to reduce electricity and natural gas consumption
- To enhance zero waste practices and reduce the amount of waste
- To establish and implement a management system for water efficiency

Occupational Health and Safety

- To carry out projects that ensure continuous improvement within the scope of the ISO 45001 Occupational Health and Safety Management System
- To conduct training, events, and awareness activities for the development of a safety culture
- To reduce the frequency and severity rates of workplace accidents and to implement projects that prevent occupational diseases
- To increase the number of near-miss and hazardous condition reports.

Anti-Corruption

Enforce Compliance Standard Operating Procedure and ensure its performance by all departments of the company



UNITED NATIONS GLOBAL COMPACT

(UNGC) 16th Progress Report

Having undersigned the United Nations Global Compact (UNGC) in 2010, Santa Farma confirms its commitment to the principles hereunder. This Communication on Progress Report 2025 is the 16th progress report issued by Santa Farma under the United Nations Global Compact. The company's performance for each of the 10 principles is summarized in the following chart which includes references to the relevant sections.

GLOBAL COMPACT

HUMAN RIGHTS

Principle 1 : Businesses should support and respect the declared human rights.

RELATED PAGES

Corporate Culture

Human Rights Management

Principle 2 : Businesses should not be complicit in human rights abuses.

About Santa Farma

Human Rights Management

LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

About Santa Farma

Human Rights Management

Principle 4: Businesses should eliminate all forms of forced and compulsory labour.

Human Rights Management

Principle 5: Businesses should ensure effective abolition of child labour.

Human Rights Management

Principle 6: Businesses should eliminate discrimination in respect of employment and hiring processes.

Human Rights Management

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Environmental Management

Social Responsibility Social

Principle 8: Businesses should support initiatives to promote greater environmental responsibility.

Environmental Management

Responsibility Working

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Environmental Management

Environment at Santa Farma

ANTI - CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Anti - Corruption

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



No Poverty
>> Corporate Governance



Zero Hunger
>> Corporate Governance



Good Health and Well-Being
>> Human Rights Management
>> Social Responsibility



Quality Education
>> Human Rights Management



Gender Equality
>> Human Rights Management



Clean Water and Sanitation
>> Environmental Management



Affordable and Clean Energy
>> Environmental Management



Decent Work and Economic Growth
>> About Santa Farma



Industry, Innovation and Infrastructure
>> About Santa Farma



Reduced Inequalities
>> Human Rights Management
>> Social Responsibility



Sustainable Cities and Communities
>> About Santa Farma
>> Social Responsibility



Responsible Consumption and Production
>> Environmental Management
>> Social Responsibility



Climate Action
>> Environmental Management



Life Below Water
>> Environmental Management



Life on Land
>> Environmental Management



Peace, Justice and Strong Institutions
>> Corporate Governance
>> Human Rights Management
>> Social Responsibility



Partnerships for the Goals
> Santa Farma and Stakeholders
> Social Responsibility
> Overseas Markets and Partnerships



Santa Farma

CONTACT US

Should you have any questions, opinions or suggestions about Santa Farma Communication on Progress Report for 2025, please feel free to contact Sema Yetkiner, Human Resources Director in charge of preparation of this report via [syetkiner@santafarma.com.tr].

Santa Farma Head Office

Halide Edip Adivar Borucicegi Sok.
No:16, 34382, Sisli, Istanbul
Phone: +90 (212) 220 6400
Fax: +90 (212) 222 5706

Santa Farma Manufacturing Plant and R&D Center

Gebze V (Kimya) Ihtisas OSB, Erol Kiresepi Cad.
No:8 41455 Dilovası Kocaeli
Phone: +90 (262) 674 2300
Fax: +90 (262) 674 2321

Legal Disclaimer

This Activity report is solely meant to inform our stakeholders in that it does not constitute basis for any investment decision.

The information contained herein is, to the best of our knowledge, accurate and reliable and all the data are disclosed in good faith. However, Santa Farma Pharmaceuticals does not make any commitment regarding the relevant data.

Santa Farma Pharmaceuticals or its directors, employees or advisors may not be held liable for any direct or indirect losses and damages which might be sustained by any person or entity as a result of the use of the information contained herein.