

SANTA FARMA GLOBAL COMPACT

2021 COMMUNICATION ON PROGRESS REPORT

DECEMBER 2021



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.

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MESSAGE OF PRESIDENT

Santa Farma is dedicated to **serving public health** along with all of its employees and stakeholders for 78 years. Over this long period of time, the company has stood up to a number of **socioeconomic changes, pandemics, and economic crises** and managed to overcome all those challenges with the help of its dedicated employees.

Healthcare industry has a strategic importance for all communities. Its importance gradually increases, let alone being reduced, in both **ordinary times** and times of critical events such as **pandemic and war**. This is because the industry focuses first on human beings of all ages and then, all other living beings which are critical for sustainability of life. All communities unconditionally expect the industry to adapt to **socioeconomic and technological changes** at once. The companies that comprise the industry are well aware of this fact according to which they endeavour to fulfil this mission attributed by the community without fail thanks to the support provided by the government.

As we all know, the entire world has been deeply shaped the pandemic for the last two years. In addition to increasing the pace of digitization, the pandemic has stated to change business models and management systems and most importantly, triggered a global economic crisis. Besides, it has given prominence to **innovative thinking** which is the only way of achieving competitive advantage in global markets. Meanwhile, our industry has fulfilled its mission by inventing vaccines and thereby mitigating the pandemic. Nevertheless, there is still a **global concern** that the climate change arising from **cosmic** reasons may cause new viruses and pandemics.

Not only participants of UN Global Compact but also each unit of communities should be sensitive to environmental concerns in order to reduce the damages to be inflicted as a result of cosmic change. Since its incorporation, our company has been using state-of-the-art technology to perform eco-friendly manufacturing operations in its plant based on its attention to environmental concerns. It uses an effective waste utilization policy and efficient implementation systems in order to recover wastes or ensure their disposal without damaging the environment. We reserve a significant budget for **protection of environment and OHS**. Thanks to those efforts, our company was awarded a **Zero Waste Certificate** by the Ministry of Environment and Urbanization in 2021. Santa Farma recognizes the importance of occupational health and safety out of its respect for human rights in addition to environmental safety. Those efforts resulted in the renewal of **TSE Covid 19 Safe Production Certification** which had been previously issued. Also, "**ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management System**" audits were completed satisfactorily.

As a ground-breaking achievement in pharmaceutical industry, our company was awarded at 2021 **Efficiency Project Awards** with its "**HVAC Systems Economics and Energy Monitoring Project**". Santa Farma was awarded the "**Zero Waste**" certification in pharmaceutical industry in recognition of its compliance with the "**Zero Waste Regulation**" issued by the Ministry of Environment and Urbanization. In short, our company has certified its focus on environment and occupational health ever since its incorporation.

Furthermore, Santa Farma prioritizes **the reliability of drugs** it manufactures, underlines **the importance of environment and human health** in all operations throughout the entire process till end customers and therefore, boasts of a reliable profile earned in domestic and international markets. Our **R&D** plants are recognized for keeping up with scientific and technological developments and performing manufacturing, laboratory and clinical studies in line with **national and international standards of good practices**. Boasting of the capacity to manufacture annually 150 million boxes, our plant performs manufacturing operations in line with national and international standards and offers its products to both domestic and international use. Also, we provide **localization** support to domestic and foreign companies that are engaged in import of products.

We uphold our working standards and employment rights of our employees always above the limits set in the regulatory framework. There is no place for discrimination in our corporate culture. For instance, **60% of our head office employees are women** while the ratio of **male employees is 40%**. **Women hold 30% of all management positions** in the company. All those figures display the availability of positive discrimination at workplace. And we would like to note that we are proud of leading the industry in that respect.

Also, the company plans to perform "**Transforming Women of Health**" project in collaboration with "Woman in Technology Association" in 2022. Pursuant to this project, 100 young women who are university graduates or senior undergraduate students shall have the opportunity to attend free training programmes on marketing and sales techniques, business analyst and gamification. At the end of the training, participations shall be given training certificates in addition to priority in terms of internship and employment in healthcare industry.

The company has never made use of child labour in its history and this concept is alien to our corporate culture. We always conform to regulatory limits in terms of working hours. As an important indication of our **Respect for the Individual and Community**, we proudly received “**Kariyer.net Respect for Human**” award for the 11th time in 2021. This award is given as a result of the evaluation of our attitude to not only our employees but also potential hires.

Our company contacts non-governmental organizations that work for the good of community and assumes a pioneering role in especially health and education projects for children who are the future of our world.

As part of social responsibility projects;

“**Story of Hope**” project earned us a success award in healthcare communication category. “**Leave a Yellow Note to Life**” project, on the other hand, received the Gold Award.

Santa Farma has performed all business operations in line with ethical values for 78. Considering our corporate culture, this is quite usual and any other condition is utterly unimaginable. Thanks to its focus on human and human healthcare, the company recognizes the importance of this significant value and makes all efforts to protect it. In order to document this corporate culture, the company has organized “**Legal and Compliance Department**” which directly reports to the President. This unit is responsible for determining the ethical limits to be upheld in our domestic and international operations as well as our relationship with our stakeholders, setting the applicable rules and monitoring their implementation.

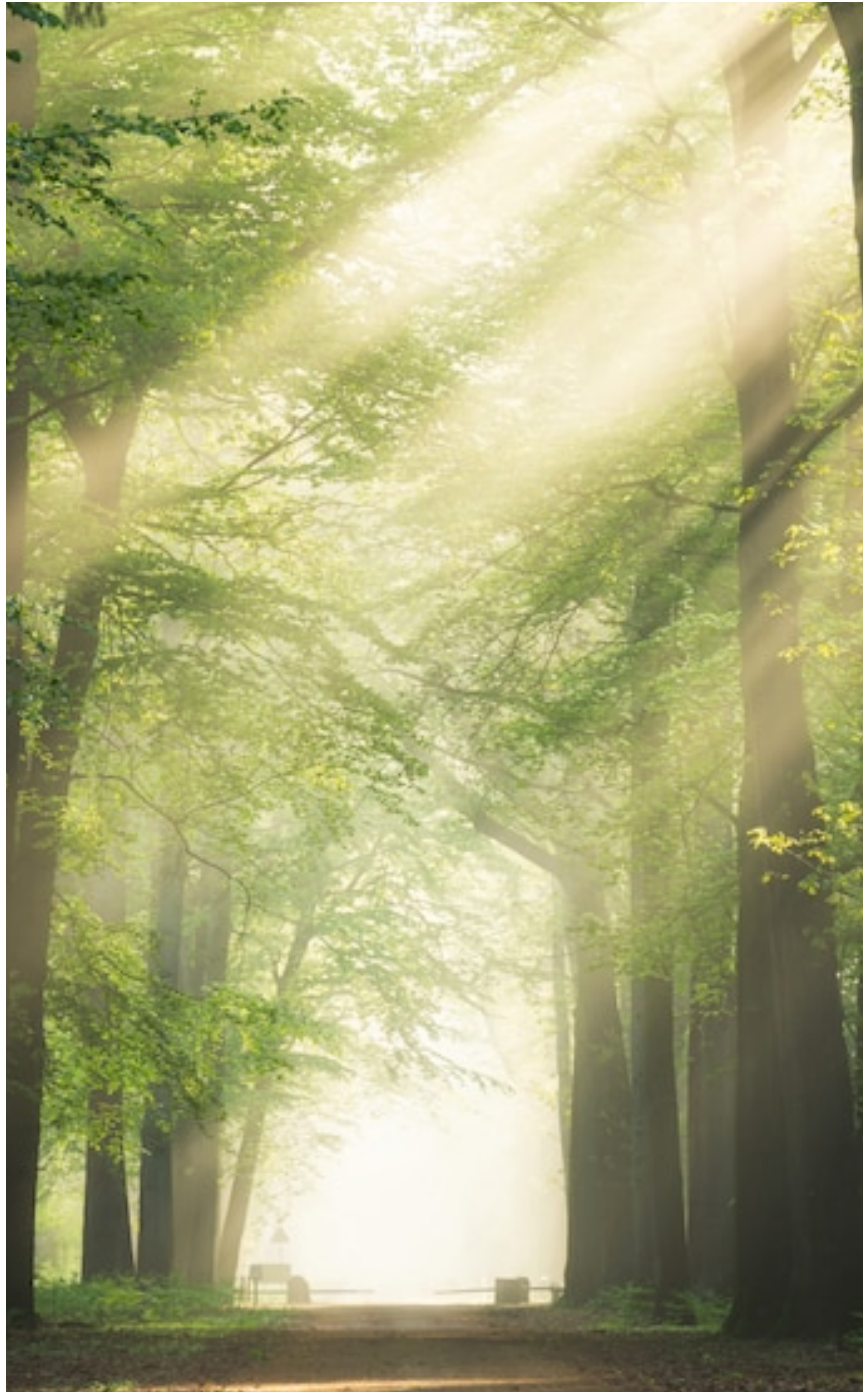
Santa Farma undersigned the **UN Global Compact** 12 years ago and could adapt to the principles and applications of this platform quite easily since it was not unfamiliar to them. For 78 years, Santa Farma has carefully upheld one more commitment given to its own organization, stakeholders and community: Offer “**Healthy Services to Healthcare**”. This sentence is an embodiment of the 4 pillars and 10 principles comprising the UN Global Compact.

Santa Farma is always ready to embrace the future thanks to its pride in keeping its word by hailing every new day as a brand new start.

May you stay healthy!

Yours sincerely,

Erol Kiresepi



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 twelfth progress report issued by the company.

Santa Farma 2021 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 1.1.2021 -31.12.2021, the report makes reference to the important previous data since this is the twelfth 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 2021 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 grow faster than the market average. Our vision is the manifestation of the future aspiration of our company.

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

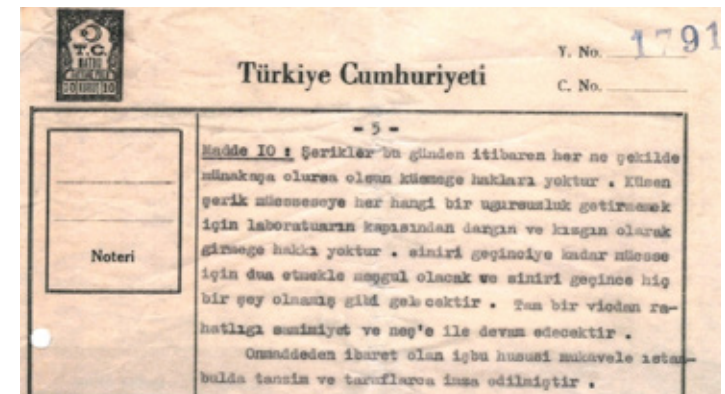
- Remain aware of the intrinsic power of the organization
- Focus on long-lasting and constructive results
- Take knowledge as the basis for all efforts

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. **The vision of Santa Farma is to “grow faster than the market average”.** Red symbolizes the willpower required for this vision. Still, Santa Farma will always cling to its rational power while striving for growth and development. 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.

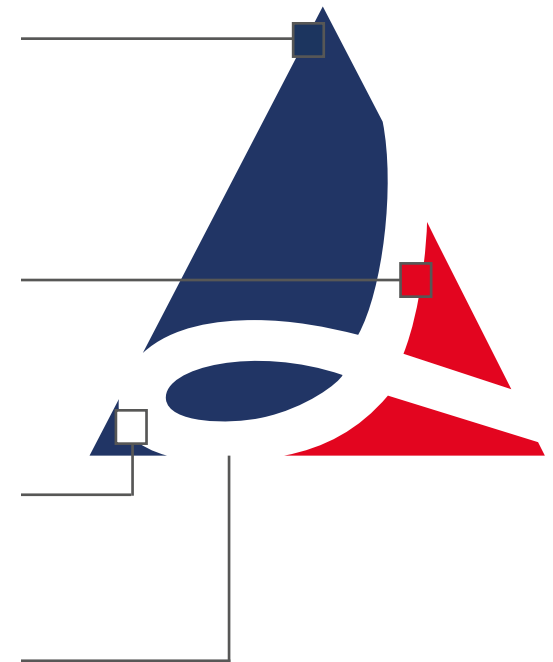
WHITE

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 mission 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 (Spalt 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.
- 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.

ABOUT SANTA FARMA

MEANINGFUL DONATION BY SANTA FARMA

As a company dedicated to developing innovative and value added products for the good of humanity in order to offer “healthy services to health”, Santa Farma undertook another important university-industry partnership project. In collaboration with Ant Teknik which acts as the distributor of several scientific research equipment brands in Turkey, Santa Farma donated High Performance Liquid Chromatography (HPLC) equipment to Istanbul University, Cerrahpasa School of Medicine, Department of Paediatrics, Division of Nutrition and Metabolism in order to support scientific researches to be carried out for providing better and higher quality services to patients.

Assoc.Prof.Dr. A. Cigdem Aktuglu Zeybek made an announcement on behalf of the Team of Nutrition and Metabolism, Department of Paediatrics, Cerrahpasa School of Medicine, Istanbul University. “The new HPLC equipment will be used for clinical researches carried out for monitoring diagnosis and treatment processes of congenital metabolic disorders and it will also be beneficial for raising young scientists in this field,” she said.



Santa Farma'dan 30 ülkeye ihracat atağı

16 ülkeye ihracat yapan Santa Farma ilaç, 80'inci yılını kutlayacağı 2024'te, ürün satışları ülke sayısını 30'a çıkarmayı hedefliyor. Santa Farma İcra Komitesi Başkanı Yardımcısı Sami Kiresepi, “Her yıl yurtdışı pazarlardaki büyüme düzenli bir şekilde devam ediyor. İhracat, Santa Farma'nın büyüme stratejisinin vazgeçilmez bir parçası” dedi. Dövizsiz GEBKİM OSİF'de, 44 bin metrekare kapalı alanda 150 milyon kuru üretim kapasitesine sahip olduklarını aktaran Kiresepi, tesislerinin gerektiğinde kapasite artırma

imkânına da sahip olduklarını altını çizdi.

OTC'de büyüyecek
Dermatoloji, sindirim sistemi ve metabolizma, gastroenteroloji ve enfeksiyon, merkezi sinir sistemi ve hematolojinin de aralarında bulunduğu 9 ayrı terapötik kategoride ve bunların altında 48 ayrı pazarda toplam 66 üründe faaliyet gösterdiklerini bildiren Kiresepi, “Santa Farma gımdeli de gıda takviyesi olan, ilaç statüsünde olmayan, Over The Counter (OTC) ürün pazarına



girdi” şeklinde konuştu. Şirketlerinin ilaçta olduğu gibi OTC ürün pazarında da iddialı bir konumdayer almayı amaçladığını ifade eden Kiresepi, “Yeni üretim ve Ar-Ge tesisi, son dönemde içinden geçen dönüştürme ile birlikte, Santa Farma OTC Bölümü'nün kurulması ve bu alanda pazara verilecek yeni ürünler ve farklı ilaç modellerinin gücüne güç katacağı” dedi. Geçtiğimiz yıl MEALİS Ortadoğu Yapım Bilimleri ile yaptığı olan stratejik işbirliği

anlaşması imzalandıklarını kaydeden Kiresepi, “Kadınlarda orta dereceli ve ciddi stres tip idrar kaçırma tedavisinde kullanılan duloksetin hidroklorür ve etkin maddeli ilaç ile demir eksikliği anemisi tedavisinde kullanılan ilaçların satış pazarlama ve dağıtım haklarını MEALİS'e devredilmiştir” diye konuştu.

Novartis ile işbirliği yaptı
Ayrıca Türkiye'nin önde gelen global firmalarından biri olan Novartis ile işbirliği bağlanıklarını aktaran Kiresepi, “ABD menşeli global



bir firma olan Avenogen ile de 2020 yılında başladığımız işbirliğini, 3 ürün için ortak geliştirme ve 2 ürün için kontratlı üretim anlaşmalarını da dahil ederek geliştirmeyi

hedefliyoruz. Buna ek olarak ihracatta yeni ülke ve partner arayışları devam ediyor” şeklinde konuştu. **OSMAN KILIÇ**/İSTANBUL

SAMI KIRESEPI, EXECUTIVE VICE CHAIRMAN OF SANTA FARMA, IS INTERVIEWED BY DAILY DUNYA

Sami Kiresepi, Executive Vice Chairman of Santa Farma, said “The company keeps growing sustainably in foreign markets every year. Export is an indispensable part of Santa Farma's growth strategy”. Kiresepi referred to the company's capacity to manufacture 150 million boxes on a closed space of 44,000 m2 at GEBKİM and noted that the plant is capable of increasing that capacity when necessary. Explaining that the company operates in 9 therapeutic categories with a total of 66 products supplied to 48 different markets, Kiresepi said “Santa Farma has recently has penetrated into the OTC product market comprised of supplements which are not classified as drugs”. He finally indicated that Santa Farma which has started cooperating with leading global pharmaceutical companies in Turkey is currently looking for new countries and partners for export.

Santa Farma'da bilgi ve birikimin cinsiyeti yok!

Santa Farma'nın genel merkezinde çalışanların yarısından fazlası kadınlardan oluşuyor. Şirkette yönetici pozisyonunda çalışan kadın oranı ise yüzde 40.

KÜKÜLÜ ilaç firmatından Santa Farma, cinsiyet ayrım olmaksızın tüm iş fırsatları kapısını kurumsal yolculuğunu 75 yıldır sürdürüyor. 150 milyon kutu kapasiteli bir ilaç kuruluşu haline gelen Santa Farma'nın İnsan Kaynakları Direktörü Sema Yetkiner, sürdürülebilir ekonomik kalkınmanın tüm bireylerin cinsiyet ayrımı olmadan gelişme hayata katılmasından geçtiğini belirtiyor. Bilgi ve birikimin cinsiyeti olmadığına dikkat çeken Sema Yetkiner konuşurken şöyle diyor:

"STEM eğitimi kadınları iş hayatında tutabiliyor"

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SEMA YETKİNER, HUMAN RESOURCES DIRECTOR OF SANTA FARMA, IS INTERVIEWED BY FORTUNE TURKEY

Sema Yetkiner, Human Resources Director of Santa Farma, underlined that sustainable economic development could be achieved only if all individuals join workforce regardless of gender. Yetkiner explained that 55 per cent of head office employees are women while 40 per cent of managers and above are comprised of women at Santa Farma which demonstrates the company's awareness of the fact that knowledge and experience has no gender. She added that it is necessary to eliminate traditional obstacles to participation of women in workforce and governmental authorities, public and private industries, NGOs and families have an important role to play in that respect.

"STORY OF HOPE" PROJECT RECEIVES FELIS HEALTH COMMUNICATION SUCCESS AWARD

"Story of Hope", a project created for promotion of distinctive products, received success award at Felis MediaCat Health Communication Category.

The graphic novel prepared by professional illustrators through the use of "Parallax Effect" technique was dubbed by distinguished voice actors. Medical doctors and Santa Farma employees had access to the project with a single click on all digital platforms through their mobile phone/tablet/computer with internet connectivity. We shared a real-life story which symbolizes peace with medical doctors under the project.



Santa Farma bir ilke daha imza attı! Yaratıcı stratejileri ve stratejileri ödüllendirmek amacıyla bu yıl iki düzenlenen Felis'te parallax effect tekniği ile hazırlanan "Umutun Hikayesi" projesi detayları kategorisinde başarı ödülünün sahibi oldu.



SANTA FARMA GETS AWARDED ITS 10th RESPECT for HUMAN PRIZE by KARIYER.NET

"LEAVE A YELLOW NOTE TO LIFE" PROJECT RECEIVES ANOTHER AWARD

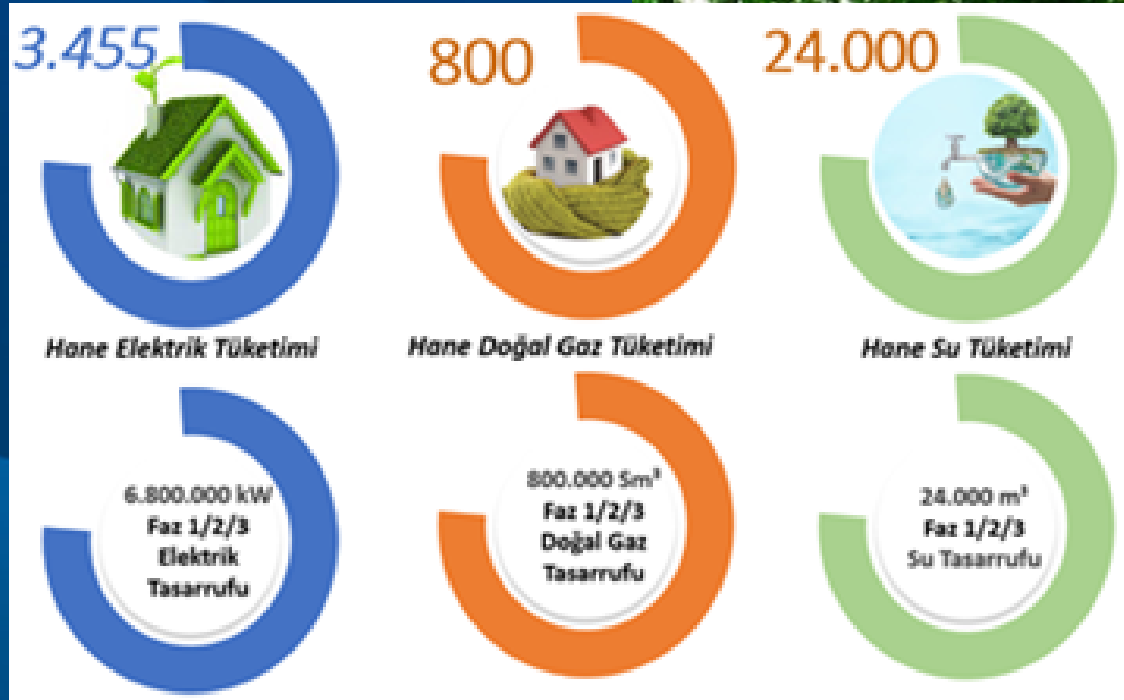
Having gained international recognition for various awareness projects, Santa Farma adds another achievement to its proven track record. 'Leave a Yellow Note to Life', a project undertaken with unconditional support from Santa Farma, was awarded Golden Prize at medical website category of Ava Digital Awards, an advertising and marketing competition.



SANTA FARMA GETS AWARDED IN 2021 EFFICIENCY PROJECT AWARDS COMPETITION

Having qualified as one of the 8 finalist projects from a total of 388 projects, Santa Farma received success award at 2021 Efficiency Project Awards coordinated by the General Directorate of Strategic Research and Efficiency, Ministry of Industry and Technology. Thanks to the "HVAC Systems Economics and Energy Monitoring Project" which was initiated in 2018 and completed in 2021, Santa Farma was able to guarantee energy saving in HVAC systems which have the largest share in power consumption of pharmaceutical manufacturing plants since they are commissioned without interruption.

The project guarantees desired ambient conditions (i.e. temperature, humidity, pressure, physical particle size and microbial conditions) in line with GMP requirements through 10 air cycles an hour applied during the periods when manufacturing operations are not conducted.



HVAC Systems Economics and Energy Monitoring Project, which was implemented for the first time in Turkish pharmaceutical industry, enabled Santa Farma to make energy and natural resource savings equivalent to power consumption of 3,455 households, natural gas consumption of 800 households and water consumption of 24,000 households in 3 years. The company was able to ensure saving of 6,800,000 kw power, 800,000 Sm³ natural gas, and 24,000 m³ water.

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 2021:

EROL KIRESEPI ATTENDS THE THIRD JOINT DIALOGUE FORUM

Mr Erol Kiresepi, Chairman of Santa Farma Pharmaceuticals addressed the third Joint Dialogue Forum which was organized under the main theme of “Future of Work” by Turkish Confederation of Employer Associations (TISK) this year. Organized under the “Future of Work” theme by TISK for the third time this year with a view to bringing together the representatives of public institutions, workers and employers as the three pillars of business life, the Joint Dialogue Forum “JDG 2021” was held in the form of a hybrid event with the high level participation of international organisations on October 14-15. IOE Honorary President Erol Kiresepi, who addressed the participants in the International Organisations part of the Forum, indicated that the impacts of Covid-19 pandemic were far more serious than anticipated and they were deeply felt especially in developing economies and lower income societies.

Referring to the importance of cooperation, Mr Kiresepi underlined that inactivity will have utterly negative consequences for all stakeholders in global scale and developing countries need to develop innovative approaches such as environmental solutions to reduce black economy, enhance capacity and skills, improve access to technology, and create employment and economic value and to take goal-oriented actions in order to become more resistant to shocks such as climate change and Covid-19. Mr Erol Kiresepi expressed his opinion that the obstacles to invigorated and sustainable economic growth and employment may only be eliminated through a global cooperation and multilateralism which will prepare the economies for this transformation by means of smart and future oriented actions and cooperation is essential for an economically efficient and environmentally sustainable growth at this point. Mr Kiresepi concluded his speech by saying “Our motto, ‘Possible together’ is still relevant and we must take action in line with this motto as all social parties.”

EROL KIRESEPI REPRESENTS GLOBAL EMPLOYERS AT G20 LABOUR MINISTERS’ MEETING

Mr Erol Kiresepi, Chairman of Board of Directors of Santa Farma Pharmaceuticals, uttered a speech on behalf of global employers at G20 Labour Ministers’ Meeting held on June 23, 2021 under G20 Presidency of Italy. Labour Ministers, Ministerial representatives and representatives of international organizations attended the meeting which was held in Catania, Italy with a view to preparing recommendations on employment and growth to be presented to G20 Leaders Summit.

EROL KIRESEPI BECOMES THE HONORARY PRESIDENT OF INTERNATIONAL ORGANISATION OF EMPLOYERS (IOE)

Mr. Erol Kiresepi, Chairman of Board of Directors of Santa Farma Pharmaceuticals and president of the International Organisation of Employers (IOE) since 2017, concluded his four years’ tenure at IOE, which celebrated its centenary last year, at IOE General Council on June 1, 2021. IOE General Council has elected Mr Kiresepi as ‘IOE Honorary President’ to be effective as of June 1, 2021 in appreciation of his outstanding global achievements and efforts during his tenure upon the proposal of IOE members.



EROL KIRESEPI REPRESENTS GLOBAL EMPLOYERS AT G20 EMPLOYMENT WORKING GROUP MEETING

Mr Erol Kiresepi, International Organisation of Employers (IOE President since 2017, Chairman of Board of Directors of Santa Farma Pharmaceuticals and Deputy President of Chemicals, Petroleum, Rubber and Plastics Industry Employers' Association of Turkey (KIPLAS, represented the global employers at the Employment Working Group meeting which was organized through video conferencing method G20 2021 Italian Presidency on February 15-17, 2021.

Two agenda items were discussed at the meeting with the participation of ministries of labour and economy from G20 member states, international organisations including International Labour Organisation (ILO and the World Bank, and B20 and L20 representatives acting for global employees' and employers' associations. In that respect, G20-level activities conducted for 'reducing the gap in participation rates between male and female employees below 25 per cent by 2025' in line with '2014 Brisbane Leaders' Communiqué' and the efforts made for increasing the permanence and effectiveness of social protection systems were analysed at global level.

EROL KIRESEPI ADDRESSES B20 – TURKEY DIALOGUE

Mr Erol Kiresepi, Chairman of Santa Farma Pharmaceuticals, Deputy Chairman of Union of Chemical Petroleum Rubber and Plastic Industry Employers of Turkey (KIPLAS), IOE Honorary President and Co-Chair of B20 Employment & Education Task Force, addressed "B20 – Turkey Dialogue" webinar organized jointly by TUSIAD and B20 Italian Presidency.

"B20 – Turkey Dialogue" webinar was organized by TUSIAD and B20 Italian Presidency on September 23, 2021 with a view to informing Turkish business world about the fundamental results of the activities performed prior to B2 Summit and improving the interaction between the business world and G20.

EROL KIRESEPI IS INTERVIEWED BY DAILY DUNYA

IOE Honorary President Erol Kiresepi explained his views about the pharmaceutical industry and digital transformation efforts at IOE to Daily Dünya. Referring to the negative impacts of the pandemic on global pharmaceutical companies, he noted that both global and Turkish companies were affected negatively in a similar manner as pharmaceutical companies incurred sales losses due to the significant drop in the number of patients visiting clinics for routine complaints and the serious decrease in flu and similar contagious diseases which are quite prevalent normally thanks to a number of measures such as face masks, social distancing and hygiene.

Mr Erol Kiresepi went on to underline that IOE started to focus on transformation during the presidency of Turkey: "IOE considered discussions about digital transformation a fundamental tool for creation of policies by governments, employees and employers in order to make it possible for all to grow". He concluded his words by saying, "IOE aspires to maintain its role as the indisputable leader of digital transformation and center of information about its effect on business world".

EROL KIRESEPI TALKS TO EKONOMIST MAGAZINE

Pharmaceutical industry embraced digital marketing in order to deal with significant problems in supply chain, procurement of raw materials and auxiliary materials and serious increases in shipping costs. Several pharmaceutical companies were affected negatively during the pandemic despite the critical role assumed by the industry. Santa Farma Pharmaceuticals Chairman Erol Kiresepi told us about the developments in the industry.

Digital marketing, increasing diversity and intensity of promotional activities throughout the pandemic will probably remain important albeit at a diminishing pace. Mr Kiresepi is convinced that digital applications which are known to increase efficiency of internal communications will remain in use to a great extent after the pandemic and says, "We learned that digital applications are more efficient and cost effective through firsthand experience in this period."



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. 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 in 2015.

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.



R&D Center

Marketing
Center

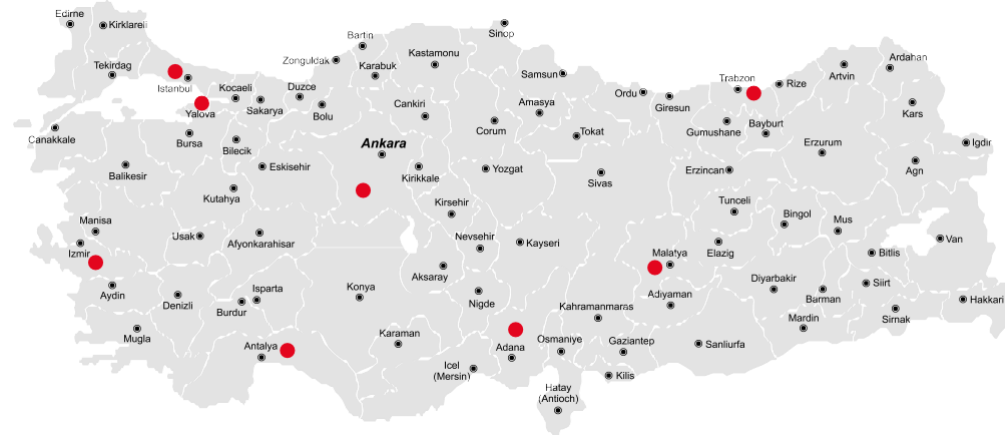
Head Office



Manufacturing Plant

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

REGIONAL OFFICES



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:

- Tablet, film coated tablet, pills, capsules, sachets, powder, filling, effervescent
- Syrup, solution, suspension
- Mouthwash
- Oral, nasal spray and drop
- Pomade, ointment, gel, cream, and lotion.

Santa Farma Gebkim Manufacturing Plant undertakes contracted manufacturing activities for and on behalf of MSD Türkiye, Janssen, Angelini, Yenişehir Laboratuvarı, Bilim İlaç, Astellas, DNC Pharma, Liba Laboratuvarları, Sandoz, Organon, Ali Raif İlaç and Avixa.

Quality Management System

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,
- The International Council for Harmonisation (ICH) / Pharmaceutical Quality System (Q10).

TR- GMP Certificate

Santa Farma Gebkim Manufacturing Plant, which was awarded a GMP Certificate by Turkish Ministry of Health on 26.06.2015, became entitled to extension of the GMP certificate following satisfactory conclusion of the audit conducted on 05-06.05.2019.

EU-GMP Certificate

Similarly, Santa Farma Gebkim Manufacturing Plant, which was awarded the EU-GMP Certificate by Croatian Health Agency HALMED on 11.11.2016, became entitled to extension of the certificate following satisfactory conclusion of the audit conducted on 02-06.09.2019.

Management System Certifications

Santa Farma was awarded ISO 14001 Environmental and ISO 45001 Occupational Health and Safety Management System certifications in 2020.



R&D

In general, Research and Development (R&D) activities focus on boosting innovation to offer new services to people and increase their quality of life. Therefore, pharmaceutical R&D carried out for development of new treatment methods and production of new drugs is **among the priority investment areas** in both developed and developing countries. Accordingly, pharmaceutical industry is treated as a strategic industry.

The rise in the world population, changes in welfare of communities, their demographic attributes and lifestyles, and accompanying impacts on global ecosystem combine to diversify and increase health problems of human beings. Santa Farma R&D Center makes efforts to improve life quality of patients by offering easily accessible, alternative means of treatment drugs with high added value in international standards in order to respond to new demands and keep pace with these rapid changes. Furthermore, it conducts product development activities to contribute to national economy and help finance the current deficit.

Situated on a land of 3,000 m² and comprised of 4 floors, the R&D Centre of Santa Farma Pharmaceuticals performs its activities as an “R&D Centre” accredited by the Ministry of Industry and Technology since 2016.

Santa Farma Pharmaceuticals R&D Center conducts the following activities for not only domestic market but also regulated markets including the European Union and developing world markets:

- Patent and intellectual property rights,
- Active ingredient research and evaluation,
- Alternative active ingredient evaluation,
- Pharmaceutical technology development,
- Development of pharmaceutical analytics,
- In-vivo/In-Vitro Bio-equivalence and Clinical Studies,
- New product stability studies,
- CTD application file preparation activities based on Quality by Design (QbD)



The quality of Santa Farma R&D Center is widely accepted and has eligibility leading the world.

The know-how derived from the studies conducted at Santa Farma R&D Center is used for developing future products through information sharing based on human-oriented principles which help to improve new product reliability and effectiveness thanks to the increasing know-how of the company. This working culture creates a positive impact on productivity as it increases motivation and communication between colleagues.

The R&D Center is comprised of pharmaceutical analytic development laboratories (instrumental analysis and wet chemical laboratory), pharmaceutical technology development laboratories, warehouses and offices. Our team of professionals with B.Sc., M.Sc. or Ph.D degrees on pharmaceutical chemistry, pharmaceutical technology, patent and intellectual property rights and clinical development use high technology equipment to create innovation.

Santa Farma scientists keep up with the scientific and technological improvements and advances thanks to the internal and external training offered to them based on the human oriented approach of the company. This makes it possible for Santa Farma R&D staff to improve their scientific knowledge as necessary.

Lateral project groups conduct each step of the new product development activities in alternative dosage forms with great care and attention in order to increase patient compliance and comfort in line with scientific improvements. In that respect, every single step of the studies are followed in line with cGMP (Good Manufacturing Practices) and cGLP (Good Laboratory Practices) compliance rules which are referred to in national and international guidelines while cGCP (Good Clinical Practices) constitutes the basis for clinical studies.

Santa Farma R&D Center undertakes TUBITAK and TEYDEB projects in cooperation with universities, public and private sector in order to contribute to improvement of science and technology in Turkey by means of enactment of regulations which shall encourage development of new drug forms and

progress in pharmaceutical technologies as well as scientific research.

Santa Farma R&D Center aims to reinforce the position of our country and Santa Farma Pharmaceuticals in global markets by continuously improving the quality of the products. All departments get involved in those studies through a multi-disciplinary approach so as to meet the product needs of several countries throughout the world. The ultimate goal is to contribute to national economy and give support to finance the current deficit by increasing the national export volume.

In short, Santa Farma R&D Centre is recognized for the high quality of all outputs in addition to its products thanks to the innovation created as a result of its scientific approach which is cemented through its corporate structure.

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 10,098 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 November 05, 2012.

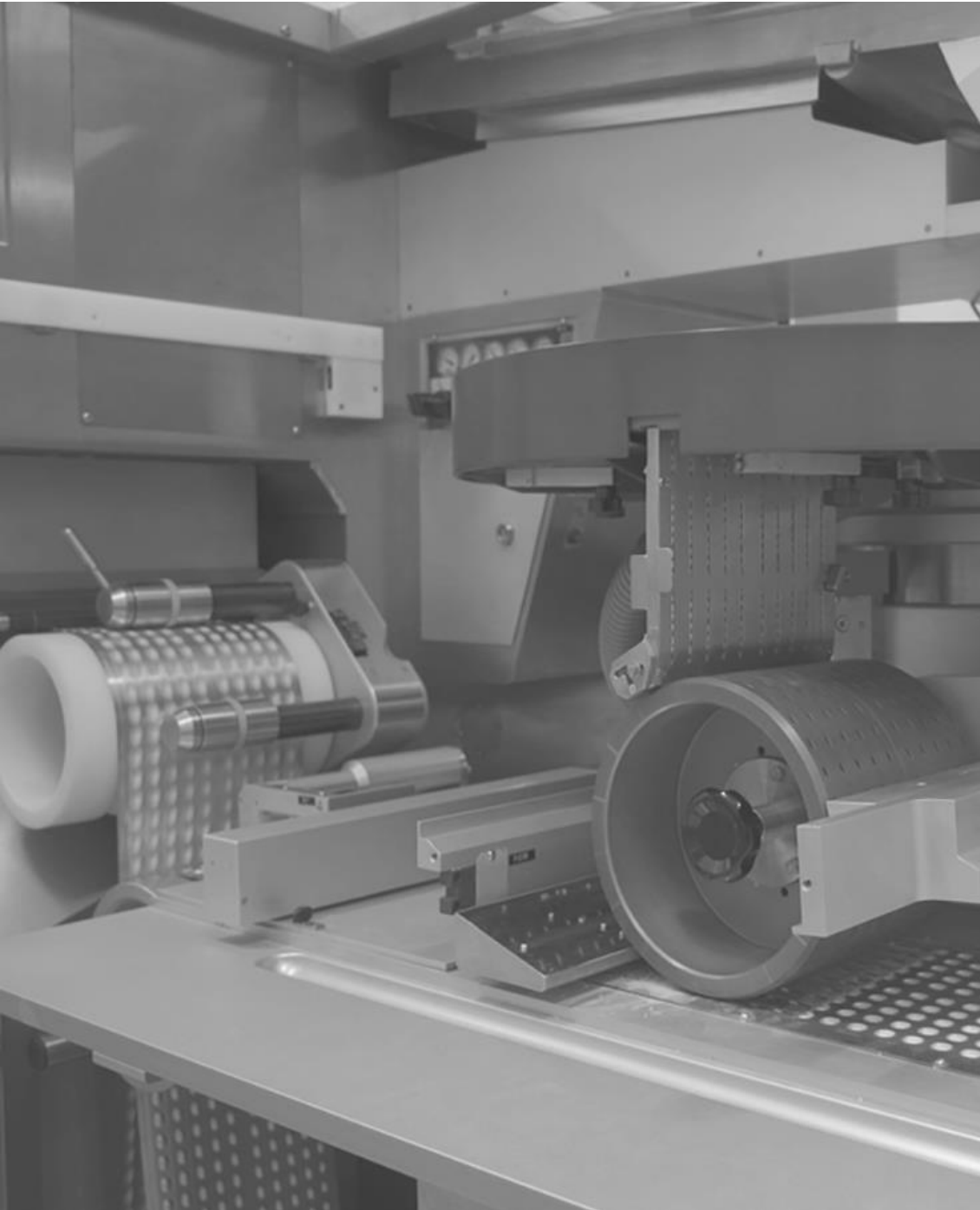


Golden Vessel Award

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 2021:

Headcount	1.024
Net Sales	TRY 864.778.252,63
Shareholders' Equity	TRY 372.619.614,54
Quantity of Product and Service Supply	67.394.24 boxes of drugs
Total Assets	TRY 1.013.898.768,19
Major Shareholder	Erol KIRESEPI



PRODUCTS

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

DIGESTIVE SYSTEM AND METABOLISM

Apikobal Film Tablet	Manufacturing	Tribudat Forte Tablet	Manufacturing
Apikobal Plus Enteric Coated Tablet	Manufacturing	Tribudat Granule	Manufacturing
Juvelta Granule	Manufacturing	Tribudat Tablet	Manufacturing
Pinix Film Coated Tablet	Manufacturing	Ukra Film Coated Tablet	Manufacturing
Spanol Film Coated Tablet	Manufacturing		

MUSCLE AND SKELETON SYSTEM

Acetudil Forte Capsule	Manufacturing	Flexo Spray	Manufacturing
Dicloflam Coated Tablet	Manufacturing	Paraflex Tablet	Manufacturing
Draxol Film Coated Tablet	Manufacturing	Parafon Tablet	Manufacturing
Elektra Ampule	Manufacturing	Quando Film Coated Tablet	Manufacturing
Elektra Film Coated Tablet	Manufacturing	Thermoflex Cream	Manufacturing
Elektra Fort Film Coated Tablet	Manufacturing	TioRelax Ointment	Manufacturing
Elektra Plus Gel	Manufacturing	TioRelax Tablet	Manufacturing
Flexo Ampule	Manufacturing		
Flexo Gel	Manufacturing		

GASTROENTEROLOGY AND INFECTION

Evasif Film Tablet	Manufacturing	Zenticavir Film Tablet	Sanofi Manufacturing
Sidatria Film Coated Tablet	Sanofi Manufacturing		

RESPIRATORY SYSTEM

Allerset Film Coated Tablet	Manufacturing	Iliadin Merck Drop	Manufacturing
Allerset Oral Drop	Manufacturing	Iliadin Merck Paediatric Spray	Manufacturing
Allerset Syrup	Manufacturing	Iliadin Merck Dosage Spray	Manufacturing
Anthix Tablet	Manufacturing	Lornia Syrup	Manufacturing
Bronchorest Capsule	Manufacturing	Nazoster Nasal Spray	Manufacturing
Buguseptil Vapour Solution	Manufacturing	Pulmistat Syrup	Manufacturing
Crebros Film Coated Tablet	Manufacturing	Pulmistat Fort Syrup	Manufacturing
Fluibron Paediatric Syrup	Manufacturing	Pulmorest Fort Syrup	Manufacturing
Fluibron Syrup	Manufacturing	Pulmorest Syrup	Manufacturing
Forflu Film Coated Tablet	Manufacturing	Sulfarhin Nasal Ointment	Manufacturing
Flurend Mouthwash	Manufacturing	Usyex Spray	Manufacturing
Flurend Oral Spray	Manufacturing		

DERMATOLOGY

Codermo Cream	Manufacturing	Magnis Cream	Manufacturing
Codermo Lotion	Manufacturing	Oly Cream	Manufacturing
Codermo Ointment	Manufacturing	Oly Plus Cream	Manufacturing
Dermacutan Gel	Manufacturing	Oly Spray	Manufacturing
Locoderm Cream	Manufacturing	Terbisil Tablet	Manufacturing
Locoderm Lipo Cream	Manufacturing	Terbisil Cream	Manufacturing
Locoderm Ointment	Manufacturing	Terbisil Spray	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	Sayfren Oral Solution	Manufacturing
Etkinia Tablet	Manufacturing	Secita Film Coated Tablet	Manufacturing
Gyrex Film Coated Tablet	Manufacturing	Zhedon Film Coated Tablet	Manufacturing

HAEMATOLOGY

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

CARDIOVASCULAR SYSTEM

Calbikor Tablet	Manufacturing	Modet Film Coated Tablet	Manufacturing
Hirudoid Forte Gel	Manufacturing	Trentilin Retard Film Coated Tablet	Manufacturing
Hirudoid Forte Cream	Manufacturing	Trentilin Ampule	Manufacturing
Modet Capsule	Manufacturing		

UROGENITAL SYSTEM

Eccury Film Coated Tablet	Manufacturing	Longis Film Coated Tablet	Manufacturing
Komox Capsule	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 2021, the company is involved in business partnerships in the following countries:

- Afghanistan
- Albania
- Azerbaijan
- West, East and as Central African
- Dominican Republic
- Philippines
- Georgia
- Hong Kong
- Iraq
- Cambodia
- Kazakhstan
- Kyrgyzstan
- Kosovo
- Kuwait
- Malaysia
- Mongolia
- Uzbekistan
- Tajikistan
- Turkmenistan
- Pakistan
- Sudan
- Uganda
- Jordan
- Vietnam
- Yemen

The company aims to form new business partnerships in the following countries in 2021:

- Ethiopia
- Qatar
- Lebanon
- Mexico
- Ukraine

The company signed joint development and contract manufacturing agreements for 2 products with a European-based global company in addition to executing global supply contracts for 6 products. It intends to increase the number of such cooperative efforts in 2022.

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 three 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 four Vice Chairmen. Vice Chairmen are senior managers of Marketing and Sales, Strategic Planning and Operations, Finance and Plant divisions.

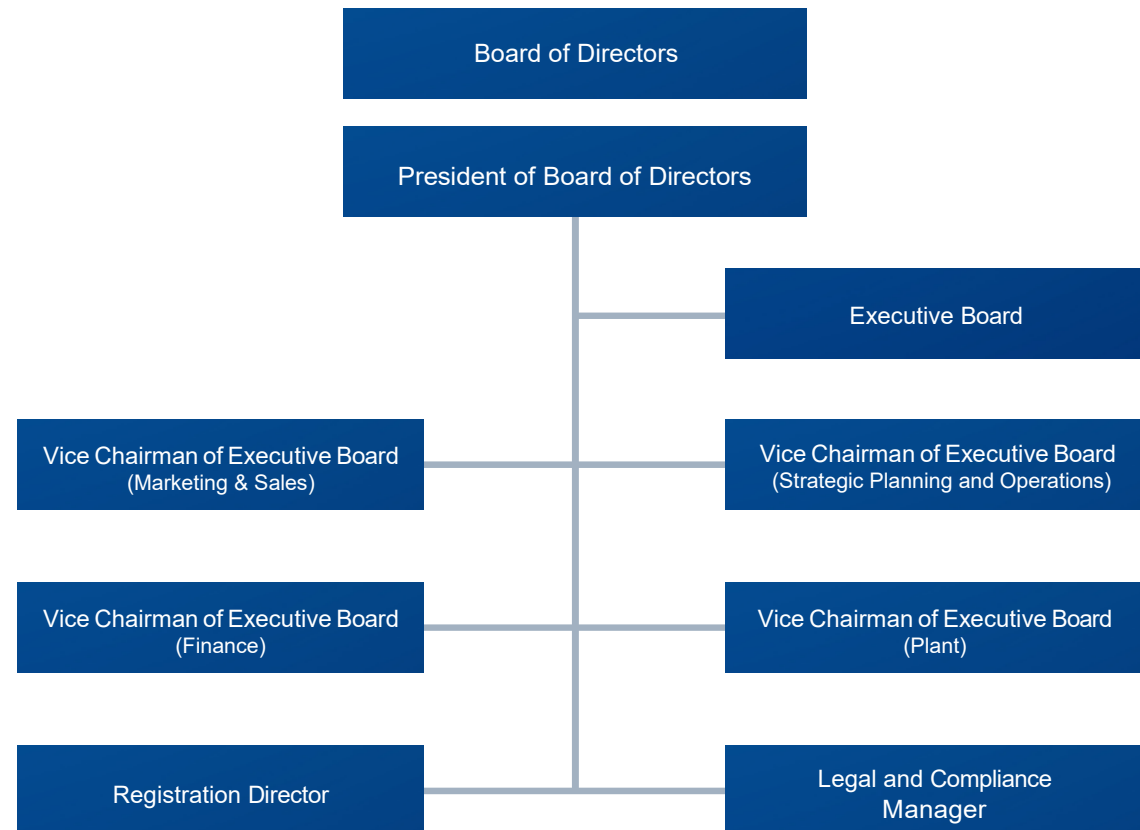
The Executive Board is responsible for setting corporate targets and organizing the required actions, making decisions about the management systems and business processes required for attaining corporate targets, analysing and evaluating business results and taking actions as necessary.

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 2021:

Gross sales	TRY 1.169.131.667,67
Revenues	TRY 35.015.723,34
Wages due to Employees	TRY 151.707.817,79
Payments due to the Government	TRY 107.677.161,19
Payments due to the Funders and Banks	TRY 33. 741.120,79

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.

We have launched special websites for pharmacists so as to provide them with refresher training on professional regulations. Pharmacists are offered web-based training about diseases, treatment options and molecules.

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, TODEV, Encander, Viral Hepatitis Control Association, Alzheimer Association of Turkey, GEA, Iyimser Abla, KIZILAY, Sosyal Ben 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



The volunteers vocalized the fairy tales which were intended to put a smile in the faces of children treated at Pediatric Oncology and Hematology service at Dokuz Eylul University Research and Implementation Hospital under the “Happy Tales” project and then, Laughter Heals Association added music and recorded the stories on mp3 players which were delivered to children who receive treatment. This year, 50 volunteers from Head Office, Plant and Site team vocalized 125 fairy tales confirmed by psychologists. We have reached around 15,700 children thanks to individual and corporate supporters until now.



Another social responsibility project supported by Santa Farma employees is the “Kapak Olsun” campaign initiated by TOFD for donating wheelchairs to individuals with orthopaedic disability so that they can independently and freely go around, make shopping and discover the world around them. Accordingly, we collect plastic bottle caps in the collection units available in our head office, plant and other corporate offices and send them to TOFD at regular intervals.

Wild fires and floods affecting various areas in our country resulted in serious losses. Santa Farma made a donation to AFAD in order to assist in the recovery of the losses and contribute to meeting the needs of the affected areas.

SOCIAL RESPONSIBILITY



Economic, humanitarian and social development will not be possible without encouraging women who constitute half of the society to become involved in all aspects of life. Under the initiative taken in 2018, the company provided support to women's cooperatives from all over Turkey on the occasion of 8th of March this year, as well. All male and female employees were presented the sets prepared by İyimser Abla, a non-governmental organization, as a symbol of the company's conviction that female labour is invaluable for the society.



We requested our employees to post photos of our tiny friends under a project intended to feed animals at shelters and raise awareness in that respect. We donated 50 gr food to our friends at shelters for each photo.



Under the project conducted in cooperation with KACUV, we asked our employees to post their photos with a yellow ribbon or object by using #sarıyifarket #santafarma hashtags in order to take attention to childhood cancer, raise public awareness about the importance of early diagnosis and symptoms of cancer on February 15, Childhood Cancer Day.



GEBKIM Kindergarten was opened as the latest contribution of GEBKIM Education and Research Foundation to education. The Kindergarten admitted 120 students including children of workers employed in GEBKIM member businesses and children living in the district. Comprised of six classrooms and four workshops, GEBKIM Kindergarten allows children to learn world cultures and mathematics as well as engaging in arts and sports activities. The chemistry class created with the support of Santa Farma is meant to ensure that children will get to know chemistry at an early age.



SOCIAL RESPONSIBILITY



Having considered the fact that students at rural areas may not afford to buy books or the school libraries may have few books, we initiated a Social Responsibility Project known as “Let’s Not Dust Books on Shelves”. Under the project, we donated 800 books to two schools in rural Tokat with the contributions of our Head Office, Plant and Site teams.



TODEV (Turkish Foundation for Support for Autism and Education) and GCL Geri Kazanım company undertake E-Waste Recycling Project in order to finance the education of autistic children. In order to support the project, the employees and relevant departments collect the plug or battery operated products at the end of their useful life so that they might be recycled for the benefit of the project.

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 **56 million boxes of drugs directly** in domestic market in 2021. 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 2021 reporting period. The outcome of this analysis was reported to both the Ministry of Health and licenser 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. As a matter of fact, the leave period granted to the employees is well above the legal period. As it might be inferred from the following chart, our employees enjoy a leave period extending the legally required period.

 Duration of Employment	 Legal Leave Period	 Leave Period Applicable at Santa Farma
1-5 years	14 days	20 days
6-15 years	20 days	26 days
15+	26 days	30 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 13 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 Skype for Business 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.

In the face of Covid-19 pandemic, the company adopted remote working model as of March 2020 and equipped 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 80% 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.

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.

Respect for the individual, openness to development, rational power, and respect for the work, workplace and community remain at the core of our human resources policy. With this in mind, we are dedicated to undertake projects which will satisfy the needs of the new generation and increase satisfaction of employees. In that respect, we continue our "Take Action" project for our employees and their families in order to help them maintain a good balance between their business and private lives. The project covers a wide range of arts and culture activities to provide support to our employees and their families about various fields including nutrition, sports, stress management, parenting and child care support.

Furthermore, we launched a series on Being a Member of Santa Farma in 2021. 26 employees from different departments related their understanding of "Being a Member of Santa Farma". The project videos were posted on our corporate social media accounts.



On occasion of Breast Cancer Awareness Week, we made a live broadcast with Op. Dr. Kemal Rasa in order to raise awareness of our employees about Breast Cancer. We received special online discounts for the benefit of Santa Farma employees. We prepared videos for April 14 Medical Representatives' Day, June 5 World Environment Day and June 19 Father's Day with the participation of volunteering employees.



Santa Farma
Babalar

Santa Farma team in Ankara paid a visit to Anıtkabir on the 83rd anniversary of Atatürk's death.



Ekol Portal, the intranet of Santa Farma, was updated in 2021. 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

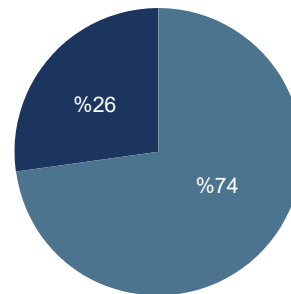
As of December 2021, Santa Farma employee profile is:

TOTAL WORKFORCE UNDER EMPLOYMENT CONTRACTS

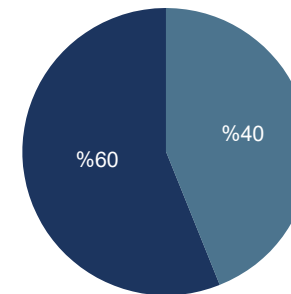
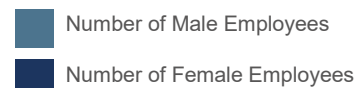
	Total
Number of Employees with Contracts of Definite Duration	1
Number of Employees with Contracts of Indefinite Duration	1023
Total Number of Employees	1024

TOTAL WORKFORCE PER GENDER

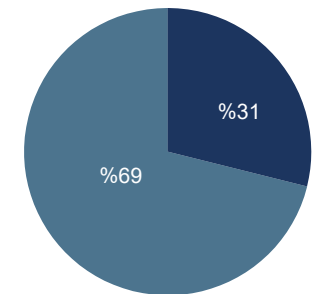
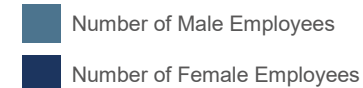
Company Total	Total	Head Office	Total	Manager Positions	Total
Number of Female Employees	268	Number of Female Employees	85	Number of Female Managers	44
Number of Male Employees	754	Number of Male Employees	56	Number of Male Managers	96
Total Number of Employees	1024	Total Number of Employees	141	Total Number of Managers	140



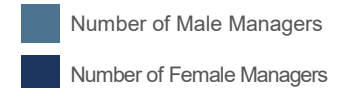
Grand Total



Head Office



Manager Positions



NUMBER OF TERMINATIONS IN THE REPORTING PERIOD

Number of Employees Subject to Termination	Female	Male
	52	83
Total	135	

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 2021, the average service duration is 8.3 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 12.9 % in 2021.

AVERAGE SERVICE AND EMPLOYEE TRANSFER RATE

Average Service Duration (Years)	8,3
Employee Transfer Rate (%)	%12,9

EMPLOYEE TRANSFER RATE PER GENDER

Employee Transfer Rate (%)	Female	Male	Total
	5,0	7,9	12,9



We launched ROTA Career Planning Project with the goal of “Becoming an Employer of Choice” in 2021. “ROTA” Career Planning Project was initiated in order to review the existing career paths that were available to our employees within the organizational structure and revise the position requirements, design the assessment centre process and support their career development.

The project was created with due consideration for the changes in business life and current practices related to Human Resources, our goal of “Becoming an Employer of Choice” and especially the opinions expressed by our employees about “Career Planning and Development” under the “Employee Engagement and Experience Survey” conducted in 2019.

For the purposes of ROTA project, we reviewed the organizational charts and clarified the career paths.

As a result of direct meetings held with respective divisions, we updated the position requirements and potential model in addition to designing assessment centre practices.

Following the assessment conducted through objective criteria, 121 employees underwent changes in their seniority and assigned to suitable positions under ROTA.

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 candidates are currently interviewed through online platforms due to the pandemic which affects our country just as the rest of the world. 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 63.117 applications through all career portals and its corporate website in 2021. 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% response rate for the 11th year in 2021. As a company dedicated to upholding principles of equal opportunity in hiring processes, Santa Farma hired female employees for 37% of all vacancies and **78% of vacancies** at the head office in 2021.

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 **9 interns** in total 7 of whom were assigned at the plant while the remaining 2 interns were assigned at the head office in 2021.

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. 27% of new hires were assigned in Istanbul while 73% were assigned at our plant in Dilovası in 2021.

PROMOTION OF EMPLOYEES' RIGHTS

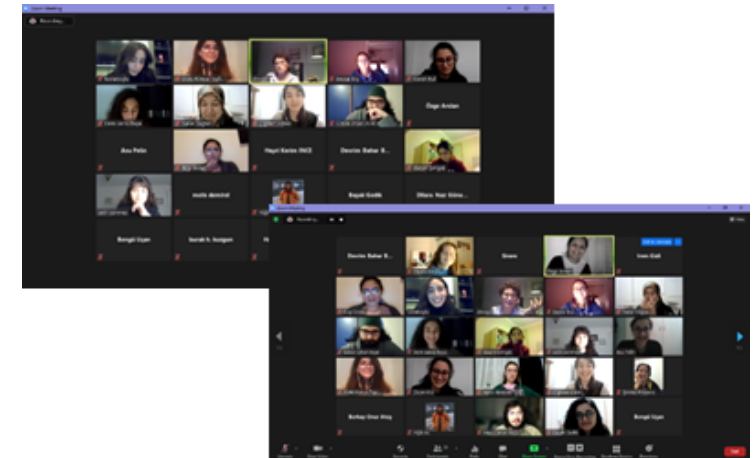
EQUAL OPPORTUNITY



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.

- We initiated a Mentorship Project under 360 degrees at Pharmaceutical Industry Programme at Faculty of Pharmacy, Istanbul University. We offered one-to-one coaching support to 5 students at Faculty of Pharmacy admitted to 360-degree programme in 2021 spring term.
- We met students from METU Chemistry Club for "Online Career Coaching" Event and informed them about online training ("Employees in the 21st Century"), one-to-one coaching sessions and preparation for career journey.
- We met students from METU Chemistry Club at the "Meeting with Graduates". Our Quality Director Zeynep Bodur Korkmaz shared her career journey with students and answered their questions.



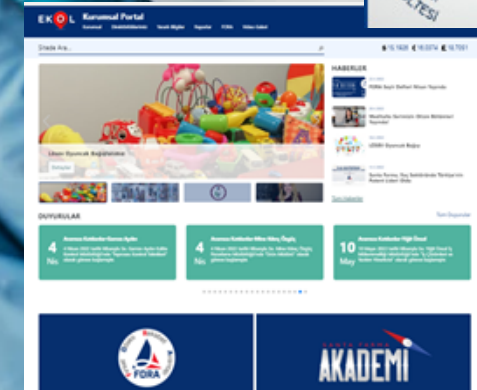
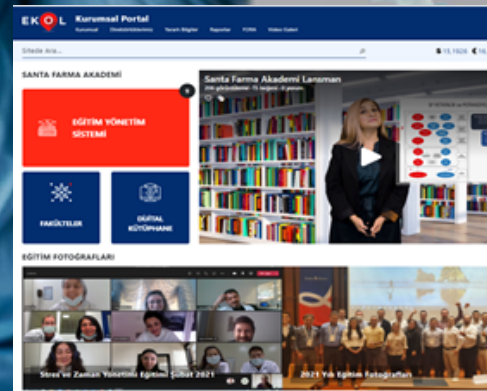
- Stability Technician Burcu Kalaycı and Lab Technician Yesim Duran met students at Aliaga Vocational Higher School, Ege University under "A Graduate from Your Class!" event. The students also attended training on "Employees in the 21st Century".
- We organized an "Online Career Coaching" event in cooperation with AIChE Club at Koc University.
- Our Plant Director Uğur Çağlayan met students at Boğaziçi University under "You Have a Graduate at Santa Farma!" Project. The event was conducted in cooperation with the Chemistry Club, Chemical Engineering Department and Engineering Club.
- We attended a CV Preparation Event organized by AIChE Club at Koc University.

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 2021. The annual training schedule created in line with the needs of employees was shared with the relevant divisions along with the necessary analyses.

In 2021, 20 Digital Essays, 19 Short Books, and 11 Audio Books were uploaded to the Digital Library for the benefit of the employees.

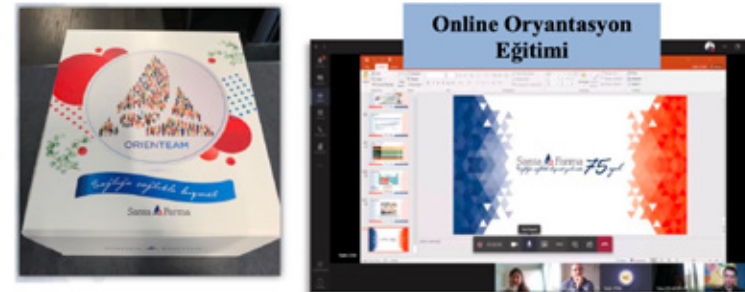
As a consequence of the pandemic, professional and personal development training was provided online thanks to the digitalization. Training videos and all presentations are available at Training Management System (EYS).



Mandatory Training Programmes

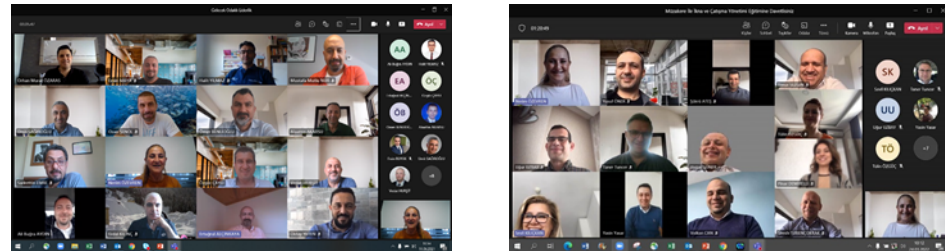
Online Orientation Training

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 2021, we organized 87 internal training sessions with the participation of 1496 employees. 96.4% 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.

During the pandemic, 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 2021.

TRAINING DURATION PER EMPLOYEE / HEAD OFFICE

2021

TRAINING PROGRAMMES		TOTAL NUMBER OF PARTICIPANTS	NUMBER OF PARTICIPANT TRAINING DURATION (HOURS)	TRAINING DURATION PER EMPLOYEE (HOURS)
INTERNAL TRAINING BY SF ACADEMY	6 Thinking Hats Technique Training	37	222	0,21
	24 Hours of a Product Manager	2	8	0,01
	Art of Negotiation	8	48	0,05
	Change Management	3	15	0,01
	Change Management	21	105	0,1
	Change Management Training	16	96	0,09
	Create Your Own Motto	8	48	0,05
	Creative Thinking Techniques and Innovation – Head Office	9	45	0,04
	Creative Thinking Techniques and Innovation – Plant	29	145	0,14
	Creative Thinking Techniques and Innovation (Site)	87	522	0,5
	Effective Presentation Techniques	3	15	0,01
	Effective Presentation Techniques	2	10	0,01
	Emotional Intelligence	5	25	0,02
	Emotional Intelligence	18	90	0,09
	Emotional Intelligence Training	35	210	0,2
	Employees in the 21 st Century - University Collaboration Project with Ege Univ.	42	84	0,08
	Employees in the 21 st Century – University Collaboration Project with METU	20	40	0,04
	Employees in the 21 st Century Training	38	190	0,18
	Future Oriented Leadership	49	294	0,28
	Negotiation and Conflict Management	31	155	0,15
	Negotiation and Conflict Management	37	222	0,21
	New Generation Management Skills	8	48	0,05
	New Generation Managerial Skills Training	49	294	0,28
	Problem Solving and Decision Making Training	11	60,5	0,06
	Problem Solving and Decision Making Workshop	11	60,5	0,06
	Problem Solving Skills Training	33	198	0,19
	Project Management	15	75	0,07
	Project Management	6	30	0,03
	Project Management	2	10	0,01
	Sales Techniques Training	17	272	0,26
	Sales Techniques Training – Overseas markets I	16	48	0,05
	Sales Techniques Training – Overseas markets II	200	1000	0,96
	Storification Training	40	160	0,15
	Storification Training Workshop	40	160	0,15
	Stress and Time Management Training	65	390	0,38
	Take Leadership of Your Business Training	77	462	0,44
	Time and Stress Management Training	54	243	0,23
	Workshop -1	2	4	0
	Workshop -2	2	4	0
External Training	Leadership development programme - Personal awareness and communication skills	14	84	0,08
	Finance training for laymen	15	120	0,12
	Leadership development programme – Change Leadership	20	120	0,12
	Leadership development programme – Game changing leadership	20	120	0,12
	Leadership development programme – Leader in managing people	14	84	0,08
	Leadership development programme - Leader in managing strategy	14	84	0,08
	Leadership development programme – Leadership management	20	120	0,12
	Leadership development programme – Powerful Stance and Reputation management	20	120	0,12
	Leadership development programme – Understanding and Empathic leader	20	120	0,12
Mandatory Training	Basic First Aid Training	15	240	0,23
	Fire Safety Training	11	88	0,08
	Occupational Health and Safety Training – Head Office / Plant	62	744	0,72
	Orientation – Site	17	34	0,03
	Orientation Training – Plant, Head Office, Site	86	172	0,17
Average of SF Employees: 1040		1496	8358	8,04

TRAINING DURATION PER EMPLOYEE / PLANT

2021

TRAINING PROGRAMME	TOTAL NUMBER OF PARTICIPANTS	NUMBER OF PARTICIPANTS x TRAINING DURATION (HOURS)	TRAINING DURATION PER EMPLOYEE (HOURS)
Awareness Training	598	193,417	0,47
Occupational Health and Safety & Environmental Training	901	1416,000	3,42
Professional Training	549	276,250	0,67
Orientation/Rotation Training	86	3461,017	8,36
Periodical Training	726	2185,250	5,28
QMex Training	58	46,767	0,11
SAP Training	126	95,933	0,23
SOP Training	7173	4473,833	10,81
Product Safety Training	45	15,500	0,04
TOTAL	10262	12163,966	29,38

In 2021, 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 2021, Santa Farma Pharmaceuticals Gebkim OSB Plant underwent certification audits for ISO 45001 Occupational Health and Safety Management System and the follow-up audits were conducted satisfactorily.

Santa Farma performs a number of occupational health and safety activities in order to minimize or restrict the risks arising from its activities throughout all processes ranging from new product development to delivery to end- customers, improve the designated performance indicators steadily and meet requirements of GMP and Occupational Health and Safety Management System.

Santa Farma plants also take a number of occupational health and safety measures which are summarized below.

The senior management has adopted an OHS policy which is meant to reinforce, implement and uphold the OHS objectives and criteria. The OHS policy was revised and shared with the stakeholders under ISO 45001 Occupational Health and Safety Management System in 2020.

The OHS policy is disclosed to the employees through several channels including several monitors and panels inside the buildings, common areas, orientation and basic training programmes. Also, the policies are shared with the employees and relevant stakeholders on the corporate website.

Under the OHS policy, Santa Farma takes necessary measures to eliminate threats and mitigate risks by ensuring participation of and consultation with employees and/or employee representatives with a view to protecting employees against occupational accidents, occupational diseases, injuries and negative health conditions and undertakes to improve the performance continuously. Target based training and periodical reviews on occupational health and safety form the basis of occupational health and safety agenda. The company undertakes to improve its occupational health and safety performance constantly, comply with the applicable occupational health and safety laws, needs and expectations of related parties and other potential requirements, and to review its occupational health and safety policy periodically based on new developments.

ASSIGNMENT OF OHS PROFESSIONALS

Santa Farma has assigned an Occupational Physician and Occupational Safety Specialist to work at the head office during the office hours designated in the “Regulation on Duties, Powers, Responsibilities and Training of Occupational Physicians and Other Paramedics” and “Regulation on Duties, Powers, Responsibilities and Training of Occupational Safety Specialists”.

Santa Farma Gebkim OSB Plants, on the other hand, engage such professionals to work above the legal period by assigning a full-time Occupational Physician and Occupational Safety Specialists on site. Also, Santa Farma GEBKIM OSB Plants engage Other Paramedics and Occupational Safety Technicians although it is not legally required to assign those professionals.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Formed in line with the “Regulation on Occupational Health and Safety Committees”, the Occupational Health and Safety committee performs its activities regularly. According to the Hazard Classification List, the workplace is classified as hazardous according to which it is required to hold Occupational Health and Safety Committee meetings regularly every 2 months. Supervisors of relevant departments are invited to those meetings in addition to the individuals indicated in the abovementioned regulation. Matters arising from the requirements of the regulations are discussed at the meetings. In that respect, the committee discusses and resolves such matters as improvement activities necessitated by the analysis of the current condition, Occupational Health and Safety activities required under the annual budget plans, corrective and preventive activities determined as a result of the evaluation of OHS risks, consideration and review of amendments to regulations of public authorities, feedback given by stakeholders, findings and suggestions of employee representatives and committee members, occupational accidents, diseases and near-misses, emergency plans, training activities etc.

HEALTH SCREENING

Issued under the “Regulation on Duties, Powers, Responsibilities and Training of Occupational Physicians and Other Paramedics”, the Occupational Health and Screening Procedure requires the employees to undergo regular health checks and examinations in addition to the pre-employment checks conducted on new hires. Employees assigned at manufacturing sites undergo periodical examinations for infectious diseases once a year. Employees undergo periodical examinations according to the risks pertaining to their terms of reference and working processes. Their health risks are evaluated according to annual hygiene measurements and health screening is performed through annual follow-up processes. Contractors of catering services and shuttle buses undergo regular health audits, as well.

During the Covid-19 pandemic, the company adopted measures in line with the directives of the competent authorities by updating them where necessary. The company prioritizes the health of its employees. Santa Farma Pharmaceuticals Gebkim Plant holds a TSE Safe Production certification since July 2020.

Since the beginning of the Covid-19 pandemic, the company has increased the number of cleaning and sanitization processes and reduced the number of employees sharing the same environment by adopting remote working methods. Pregnant and breastfeeding employees as well as those with chronic diseases posing health risks have been encouraged to work from home. Use of face masks is mandatory at the company. All employees are provided with masks regularly. Social distancing rules are upheld in working areas, common spaces, smoking lounges and cafeterias. The company has increased the number of available sanitizers. It has organized training sessions on Covid-19 infection and how to prevent infection. Informative videos and banners have been prepared.

Additional measures have been taken for ventilation and the shuttle bus capacity has been reduced by 50%. Access of visitors was limited to strictly necessary conditions.

In such cases, visitors were asked to complete the **Covid-19 Health Declaration and Commitment Form and provide their HES codes**. In order to reduce contact, employees are required to use their entrance cards instead of fingerprints at the turnstiles. Employees who were tested Covid-19 positive were quarantined and contact tracing activities were held to determine the employees who had contact with the relevant individual in line with the guidelines of the Ministry of Health. Almost all employees of Santa Farma Pharmaceuticals were vaccinated for Covid-19 by the Ministry of Health.

EVALUATION OF RISKS FOR OCCUPATIONAL HEALTH AND SAFETY

Santa Farma has formed a risk evaluation team which is in charge of defining the threats and evaluating the risks related to occupational health and safety matters arising from any and all activities (routine and non-routine activities including those performed by sub-contractors and visitors. The team defines the relevant areas and processes and evaluates them according to the Occupational Health and Safety Risk Evaluation Procedure in order to decide on the corrective and preventive actions to be taken in that regard. The Occupational Health and Safety Committee may review the findings of that evaluation to the extent necessary.

The Risk Evaluation Team is comprised of the individuals nominated by the relevant process owners. The team holds a meeting every 2 months along with the members of the Occupational Health and Safety Committee in order to perform an annual review about the risks arising from the activities, review and extend the experience derived from the implementation of procedures and guidelines in line with the requirements of the current regulations, promote efficiency of implementation, design and conduct activities for improvement areas. The team may hold extra meetings if necessary.

OCCUPATIONAL HEALTH AND SAFETY TRAINING

Employees and sub-contractors are provided with occupational health and safety orientation training before they are engaged on site. The training sessions to be organized for all employees are determined in the annual training plan pursuant to the “Regulation on the Principles and Procedures of Occupational Health and Safety Training for Employees”. The Fundamental Occupational Health and Safety Training programme is provided to inform employees about the following matters.

1. General

- a) Information about employment regulation,
- b) Legal rights and responsibilities of employees,
- c) Workplace hygiene and order,
- d) Legal consequences of occupational accidents and diseases

2. Health

- a) Reasons of occupational diseases,
- b) Principles for protection against diseases and implementation of protection methods,
- c) Biological and psychosocial risk factors,
- d) First aid,
- e) Harmful effects of tobacco products and passive smoking

3. Technical

- a) Handling and transportation,
- b) Protecting against combustion, explosion and fire,
- c) Safe use of work equipment,
- d) Working with digital equipment,
- e) Electricity and threats, risks and measures,

- f) Reasons of occupational accidents and implementation of protection principles and methods,
- g) Safety and health signs,
- h) Use of personal protective equipment,
- i) General rules about occupational health and safety in addition to safety culture,
- j) Eviction and rescue

4. Other (specific training provided about the tasks of employees)

In addition to fundamental occupational health and safety training, work-related training and certified training programmes are offered to employees. Also, professional training/qualification certification programmes are conducted based on the amendments to the regulations. Refreshing training is provided to employees on Occupational Health and Safety either directly or through online platforms in line with the “Regulation on the Principles and Procedures of Occupational Health and Safety Training for Employees”.

OCCUPATIONAL ACCIDENTS AND NEAR-MISSES

In case of occupational accidents, hazardous conditions and near-misses, OHS requirements are evaluated in cooperation with the relevant units in line with the Accident and Incident Procedure. The actions determined as a result of the evaluation are conducted with due regard for the Procedure on Corrective and Preventive Activities for Environmental and Occupational Health/Safety.

Following the investigation of the accidents or incidents through teamwork, OHS committee meets to discuss the findings of the investigation and determine the corrective actions required to be taken. Trend analyses of the accident and incident investigations are monitored and evaluated every 3 months.

The modifications required for the corrective and preventive actions are performed in line with OHS Change Control Procedure.

Employees who wish to report any hazardous condition and near-miss incident may use the Hazardous Condition/ Near-Miss Reporting Boxes available at the common spaces. The incidents reported by employees are evaluated before the necessary actions, responsible parties and deadlines are planned.

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 periodical controls are performed under the Guideline on Monitoring, Measurement and Evaluation of Conformity Regarding Environment & OHS in line with the "Regulation on Health and Safety Conditions for the Use of Work Equipment".

The work equipment at the plant undergoes periodical controls conducted by accredited institutions. Also, grounding works, lightning rods, racks, ventilation, electrical internal assemblies, elevators, and natural gas systems are also periodically controlled by technicians of the contracted organization.



EMERGENCIES

The Emergency Procedure defines the actions to be taken in emergencies in line with the applicable regulations. Emergency planning process is conducted by the Emergency Management Team. Following the drills, all participants are lectured on security issues related to the matter in the assembly area.

Emergency team staff is required to attend practical emergency training at regular intervals. In that respect, search and rescue, fire response, first aid and basic disaster awareness training programmes are conducted. Employees were informed about social distancing rules for **Covid-19 during the drills conducted** in 2021.

Emergency drills are planned and performed every year. The observations and consequences of emergency drills are reported to the Emergency Management Team so as to be evaluated by the Occupational Health and Safety Committee.



INTERNAL AUDITS

The company plans and implements annual internal audits on occupational health and safety for all units and processes in line with the Internal Audit Procedure. The incongruities detected at the internal audits are reviewed in order to plan the required Corrective and Preventive Actions. The results of the prior audit are taken into account in order to discover the significant OHS risks. Internal audit results are duly evaluated and reported to the 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 that respect, they are informed of Santa Farma's occupational health and safety, environment and **Covid-19 rules** by means of leaflets summarizing those rules. 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 2021, Santa Farma Pharmaceuticals Gebkim OSB Plant underwent ISO 14001 Environmental Management System certification audits and was awarded certification upon satisfactory completion of the audits.

It is our duty to entrust nature to future generations in the same manner as we received it from prior generations at the very least. We prioritize environmental health as much as human health. In that respect, we undertake manufacturing processes with the use of eco-friendly technologies in our state-of-the-art manufacturing plant.

Santa Farma monitors exploitation of natural sources in line with the principle of sustainability under the environmental policy which is meant to protect environment during the business operations. The company undertakes to use suitable technologies in order to protect environment, raise awareness in employees regarding the protection of environment, conform to the applicable laws, prevent pollution with due regard for the needs and expectations of the stakeholders, and steadily improve its environmental performance.

To that end, the company:

- Offers training to its employees and sub-contractors in order to raise awareness about the protection of environment,
- Uses eco-friendly technologies in order to control and minimize its environmental impact, and
- Acts in full compliance with all legal regulations and ensures fulfilment of customer requirements.

Equipment lines with high production capacity are used for manufacturing higher volume of products in order to reduce the amount of wastewater and energy consumption arising from manufacturing processes. Solid manufacturing sites are equipped with special impermeable dust collection systems. Those systems are checked online through BMS (Building Management System).



ENVIRONMENTAL MANAGEMENT

ENVIRONMENTAL MANAGEMENT SYSTEM

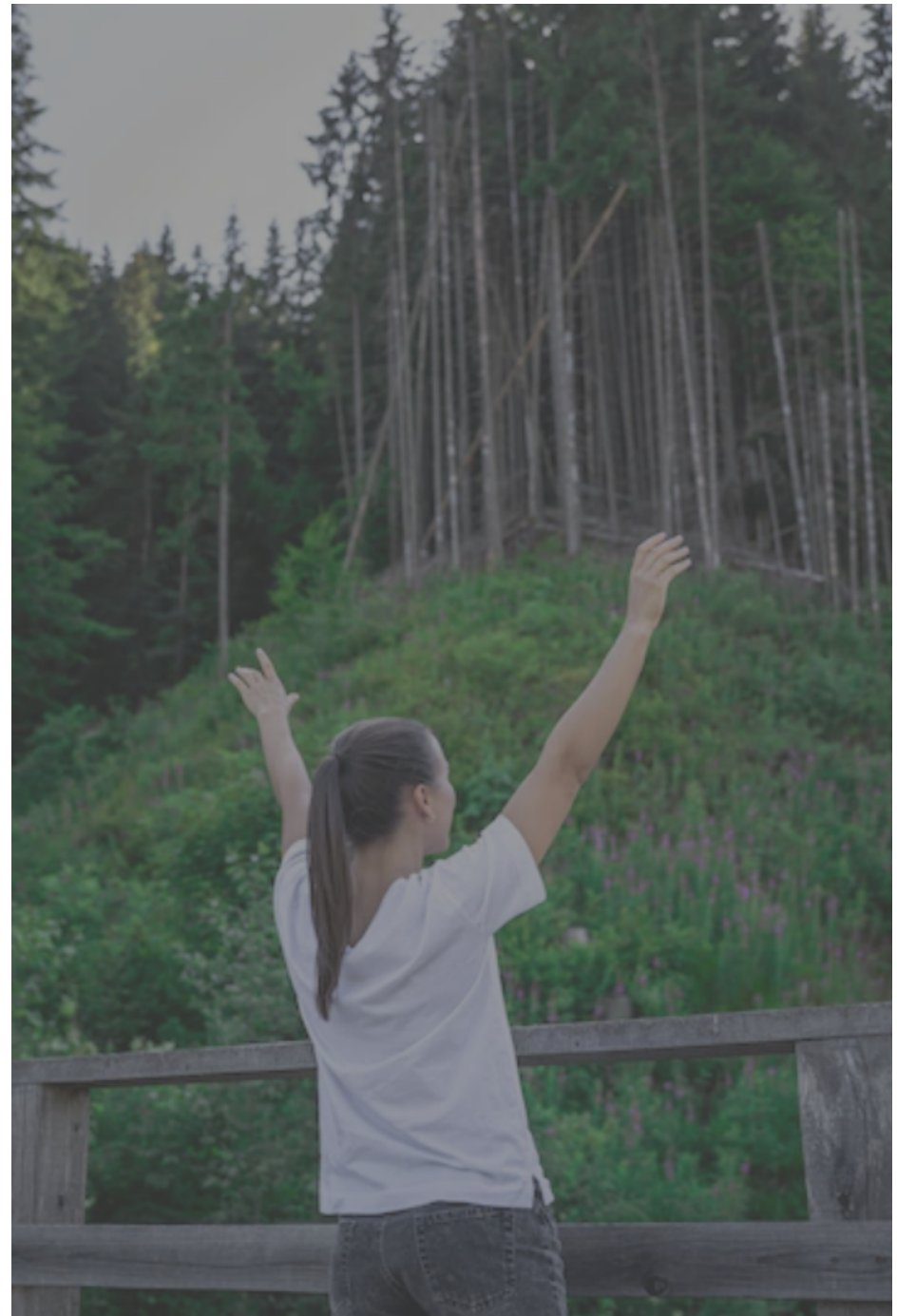
Santa Farma aims to minimize or restrict the risks arising from its activities throughout all processes ranging from new product development to delivery to end-customers, improve the designated performance indicators steadily and meet requirements of cGMP and Environmental Management System.

Achieving a sustainable environment requires an effective management which is coordinated with all other processes. Environmental management issues are determined at the Management Review meetings. In addition, Risk and Environmental Impact Assessment Team assumes an active role in performance of the relevant activities on a wide scale basis. All employees are encouraged to actively participate and contribute to the management in order to ensure effective performance of the process in coordination with the other processes.

Under the Environmental Management System, Environmental Impact Assessment as well as risks and opportunities are determined regarding activities, products and services with due regard for the life cycle of any such activity, product or service.

Life cycle covers the consecutive phases related to a product or service beginning from raw material supply or production with natural resources to the disposal thereof. Life cycle actually spans the phases of raw material supply, design, production, shipment/delivery, consumption, end-of-life processes and final disposal of products.

It should be noted that the risks and opportunities are determined for each process. Also, Risk and Opportunities are also considered under the Environmental Management System. Determination of Risks and Opportunities makes it possible to guarantee the outcome/outcomes expected from the Management System, develop the intended effects, prevent or reduce undesired effects and ensure continuous improvement of the system.



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 became the first company to be awarded a 'Zero Waste Certificate' by the Ministry of Environment and Urbanization in pharmaceutical industry thanks to effective implementation of the Zero Waste Regulation which was published in the Official Gazette no. 30829 on July 12, 2019.



T.C.
KOCAELİ VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü



Belge No: TS/41/C/20/10

Tarih: 17/11/2020

SIFIR ATIK BELGESİ
(Temel Seviye)

Adı : SANTA FARMA İLAÇ SAN. A.Ş. GEBKİM TEŞİSİ ŞUBESİ
Adresi : KOCAELİ,DEMİRCİLEROSB Mahallesi, EROL KİRESEPİ CADDE, No: 8 A-, DİLOVASI,Türkiye
Vergi No : 7440011399

12/07/2019 tarihli ve 30829 sayılı Resmi Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

Belge Son Geçerlilik Tarihi: 17/11/2025

e-imzalıdır
Ahmet KIRILMAZ
Çevre ve Şehircilik İl
Müdürü

Bu belge, güvenli elektronik imza ile imzalanmıştır.

Belge Doğrulama Adresi: <https://www.turkiye.gov.tr/cevre-ve-sehircilik-bakanligi/belge-dogrulama> Kodu : DWZZ0036

Santa Farma started by creating a 'Zero Waste Action Plan' and its coordination committee developed a roadmap by evaluating the current situation in line with this plan. Also, the necessary supply process was completed and necessary training was offered under the plan.

Santa Farma replaced all desk dustbins with shared collection zones at the administrative offices under the 'Zero Waste Project'. Following the outbreak of Covid-19, suitable waste containers were placed for masks and gloves.

Santa Farma's Zero Waste project aims to recycle wastes through a more effectively manageable process, minimize the wastes, and raise awareness about waste management in all walks of life rather than being solely upheld at work.

VARIETIES OF WASTE MATERIALS AND DISPOSAL METHODS

Waste	Disposal Method	2018	2019	2020	2021
Pharmaceutical Waste	Incineration	62.357 kg	45.920 kg	44.829 kg	50.488 kg
Contaminated Waste	Incineration	39.549 kg	28.520 kg	19.780 kg	7.060 kg
Fluorescent Lamp Waste	Special Treatment	162	109	54	95
Waste Oil	Incineration	50 kg	20 kg	20 kg	20 kg
Lab. Chemical Waste	Incineration	42.309 kg	58.067 kg	75.332 kg	71.687 kg
Contaminated Package	Recovery	32.153 kg	34.954 kg	15.111 kg	20.485 kg
Electronic Waste	Recovery and Disposal	-	-	-	-

WASTE RECOVERY

The company recollects a certain amount of the packaging wastes released to the market in order to recover those wastes in line with the Regulation on Packaging Wastes enacted under the Environment Act. The company collaborates with accredited institutions such as CEVKO for recovery purposes. The recoverable wastes resulting from manufacturing operations are segregated in line with the Waste Management Procedure before they are recovered in collaboration with institutions licensed by Turkish Ministry of Environment and Urbanization.

CEVKO endeavours to collect and recover the packaging wastes by means of a sustainable system in collaboration with local governments, enterprises and consumers. Santa Farma has legally authorized CEVKO, an accredited institution, to recollect and recover the packages released to the market.

Below is a breakdown of the packaging wastes released by Santa Farma in the last 3 years according to the waste type, amount and recovery percentage:

PACKAGING WASTES

Waste	Volume Released to the Market (kg)			Recovery Percentage			Recovery (kg)		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Plastics	28.000	24.580	32.302	%55	%55	%55	15.401	13.519	17.766
Paper - Cardboard	823.083	625.940	82.450	%60	%60	%60	493.850	375.564	409.470

The Ministry introduced the Regulation on Recovery Participation Share in order to set forth the descriptive and explanatory matters in relation to all packages including plastic bags, rubber, accumulators, batteries, mineral oil, vegetable oil, drugs, electrical and electronic items and beverage packages. In that respect, Santa Farma submits GEKAP declarations to the system of Turkish Ministry of Treasury and Finance in a timely manner.



ENVIRONMENTAL AND OHS INVESTMENTS

Santa Farma made the following investments for the environment and OHS activities in 2021 reporting period.

Santa Farma allocated **TRY 3.117.347,00** in its budget for **Environment and Occupational Health & Safety in 2021**.

Santa Farma made a profit of TRY 137.237,66 as a result of the recovery of the wastes at the plant.

ENVIRONMENTAL IMPACT AND RISK ASSESSMENT

The Risk and Environmental Impact Assessment Team consists of the managers and qualified employees designated by the relevant process owners in line with the Environment and OHS Management systems.

The team meets once a week or more, if necessary, in order to perform an annual review about the risks arising from the activities, review and extend the experience derived from the implementation of procedures and guidelines in line with the requirements of the current regulations, promote efficiency of implementation, promote waste management practices, consider environmental reports, design and conduct activities for improvement areas.

As a team conducting activities for protecting environment and reducing the use of natural resources, it aims to increase energy efficiency in addition to promoting the use of renewable energy sources.

MONTHLY ACTIVITY REPORT and INTERNAL AUDITS

The company issues Monthly Activity Reports which include assessments about the Environmental Management actions taken throughout the plant.

In that respect, internal environmental audits are planned and implemented in line with the Internal Audit Procedure every year. The incongruities detected at the internal audits are reviewed in order to plan the required Corrective Actions. The results of the prior audit are taken into account in order to discover the significant environmental risks.

ENVIRONMENTAL TRAINING

Employees and sub-contractors are provided with general environmental awareness orientation training before they are engaged on site. Based on the annual training plan, all employees are trained about Environmental Awareness, Life Cycle, Waste Management, and Actions Required for Chemical Spillage in addition to the matters required under the Regulation on Transportation of Hazardous Chemicals on Road and ISO 14001 Environmental Management Standard.

BIODIVERSITY

The enterprise is located in the Organized Industrial Zone (OSB). The enterprise underwent an environmental impact assessment (EIA) before commencing its operations so that potential negative impacts of the operations could be duly ascertained. The reports held that the enterprise would not inflict any negative impact on flora and fauna. Emissions and discharges are constantly monitored by professional institutions accredited by the Turkish Ministry of Environment and Urbanization in order to make sure that the emission and discharge levels are kept below the legal limitations.

UTILITY CONSUMPTION

The following chart indicates the consumption levels of electricity, water and natural gas in 2021.

Electricity	15.268.382 kW
Water	102.971 m3
Natural Gas	2.004.137 Sm3

GREENHOUSE GAS EMISSION-CARBON FOOTPRINT

According to the calculations, operations conducted by Santa Farma resulted in the following greenhouse gas emission values in 2021.

Total carbon footprint of Santa Farma equalled to **16.027,19 tons of CO2** in 2021.

Scope 1 Direct Emissions: consumption of natural gas used in heating and production line, consumption of LPG, inner burning sources, generator fuel, forklift fuel and cooling gas leakage.

Scope 2 Indirect Emissions: consumption of electricity and heat or steam purchased by the company.

Scope 3 Other Indirect Emissions: business travels (land-air, commuting, car leases, shipment and waste transportation.

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.

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.

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.



SANTA FARMA'S PROGRESS TARGETS

Employees' Rights

Revise performance management system in line with the current needs
Undertake Appreciation and Recognition project
Determine a working model for post-Covid-19 conditions and disclose it to the employees

Environment

Undertake activities related to Water Footprint of Pharmaceutical Industry
Ensure 100% recycle of wastes at the Plant and Head Office in line with zero waste practices
Increase the number of Environmental projects conducted under Kaizen-5S efforts by 20% on annual basis

Occupational Health and Safety

Implement the requirements of ISO 45001 Occupational Health and Safety Management System in line with globally recognized standards
Ensure compliance with "An Innovative Step for Emergency Action in the Chemical Sector: Emergency Response Software" project conducted by Gebkim Organized Industrial Zone and funded by the European Union and conduct Emergency Management activities in line with international standards
Increase the number of OHS projects conducted under Kaizen-5S efforts by 20% on annual basis

Anti-Corruption

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



UNITED NATIONS GLOBAL COMPACT

(UNGC) 12th 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 2021 is the 12th 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



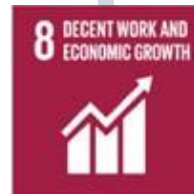
Gender Equality
>> Human Rights Management



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

**CONTACT US**

Should you have any questions, opinions or suggestions about Santa Farma Communication on Progress Report for 2021, please feel free to contact Sema Yetkiner, Human Resources Director in charge of preparation of this report via [syetkiner@santafarma.com.tr].

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Legal Disclaimer

This Communication on Progress Report for 2021 is issued in line with the United Nations Global Compact adopted by Santa Farma Pharmaceuticals on 26.5.2010. This 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.

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