

NOBEL

Sustainability Report | 2023

NOBEL İLAÇ
Sustainability Report
2023



NOBEL

About the Report

At Nobel ilaç, we are delighted to present our sustainability strategy, as well as our vision, mission, goals, and projects in this direction with you through our Sustainability Report.

The information presented in this report covers our production and R&D activities conducted at Nobel ilaç JSC Düzce, Çerkezköy, and Gebze facilities, as well as the sustainability practices implemented in our head office and field operations between January 1, 2023 and December 31, 2023.

Our report was prepared in accordance with the GRI Standards 2021: Core Option. Additionally, when compiling content related to our priority topics, we have taken into account the requirements of the European Sustainability Reporting Standards (ESRS).

You can access our published sustainability reports on our website.¹ Moving forward, we will continue to report on sustainability annually and provide updates on our sustainability performance on a yearly basis.

We value your feedback on our sustainability efforts.

You can share any suggestions, requests, and complaints related to sustainability with us at

surdurulebilirlik@nobel.com.tr.

Our report was prepared in accordance with the GRI Standards 2021: Core Option. Additionally, when compiling content related to our priority topics, we have taken into account the requirements of the European Sustainability Reporting Standards (ESRS).

¹ www.nobel.com.tr/surdurulebilirlik

All the abbreviations used in the report can be found in the Annexes - Abbreviations section.



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Note: Topics marked with "*" in the Contents list and throughout our report represent Our Priority Topics.

Message from the Chairman of the Board



Hasan Ulusoy

Nobel ilaç Chairman of the Board

“Guided by science and driven by our manufacturing expertise, we are committed to improving lives. We continue to invest in chemical pharmaceuticals and biotechnology, including active pharmaceutical ingredients, R&D, and production.”

Dear Stakeholders,

The world faces growing uncertainties and challenges, from geopolitical conflicts and economic crises to widening inequalities and the increasing strain of population growth on natural resources. These realities make it imperative for us to take decisive action today to secure a sustainable future for our world.

Amid these uncertainties, at Nobel, we have remained committed to the strategies we have set to support the sustainable supply of pharmaceuticals. As we celebrate our 70th anniversary, we have taken our vision of making medicine accessible to all even further through our investments and initiatives.

In a world where health disparities continue to deepen, we persist in our efforts to provide access to healthcare for all segments of society within the scope of our operations.

Through our “Health for All, Access for All” philosophy and the strength of being a company with one hundred percent domestic capital, we are dedicated to ensuring the uninterrupted supply of pharmaceuticals,

both in Türkiye and in more than 50 countries across five continents, through our investments and international growth strategies.

As we continue to grow financially, we accelerated our efforts in 2023 to enhance the transformation process in sustainability, building on the vision we set in 2022. We continue our efforts to improve societal and planetary health with an approach that we have defined under the headings; “We Value the Growth of Our Business”, “We Value Our Society and Employees”, and “We Value Environmental Protection”.

Guided by science and driven by our manufacturing expertise, we are committed to improving lives. We continue to invest in chemical pharmaceuticals and biotechnology, including active pharmaceutical ingredients, R&D, and production. We are constantly expanding the capacity of our 11 production facilities and six R&D centers across five major facilities in three countries. Each year, we dedicate 5% of our revenue to research and development. As part of our ongoing efforts, we are preparing to launch a new

R&D center in Gebze, focusing on small molecules research and fostering collaboration between academia and industry.

Similarly, we plan to commission our high-potency product manufacturing facility in Düzce.

Operating in 24 countries, we are a multinational and multicultural company that prioritizes equality and inclusivity, and we are reshaping our workplace culture to reflect these values.

We also recognize our responsibility in the fight against climate change. We have adopted a multi-dimensional approach to achieve net-zero emissions in Scope 1 and Scope 2 by 2030 and in Scope 3 by 2035.

At Nobel, we will continue working to ensure that millions of people worldwide have access to the medicines they need while protecting the health of our planet. This report is more than just a collection of numbers and statistics; it is a testament to our determination to achieve our goals and our unwavering commitment to society. We sincerely thank all our stakeholders who stand with us on this journey.



“In a world where health disparities continue to deepen, we persist in our efforts to provide access to healthcare for all segments of society within the scope of our operations.”

Message from the General Manager



Oğuz Akandil
Nobel İlaç General Manager

“We firmly believe that human health cannot be considered separately from the health of society and the planet.”

Dear Stakeholders,

As we publish our second Sustainability Report, we continue to document and share the key steps of our sustainability journey and our future goals.

As a company operating on an international scale, we closely follow both local and global sustainability agendas. In this context, we consider supporting the United Nations Sustainable Development Goals (SDGs) as a fundamental responsibility. Keeping “human health” at the core of our business, we are transforming our operations, production, and service models with a strong focus on sustainability while also prioritizing the health of our planet.

Guided by our Health for All, Access for All approach, we are committed to making medicine more accessible to all communities we can reach. We see ensuring the sustainability of the supply of pharmaceuticals under all conditions in all geographies we operate in as our top responsibility. At Nobel İlaç, 43% of our total sales come from international markets, with 97% of these exports

manufactured at our Düzce facility. In 2023, we successfully reduced our out-of-stock rate by 28%, lowering it from 1.30% in 2022 to 0.94%. Additionally, we increased the number of medicine packages delivered to patients from 103 million in 2022 to 124 million in 2023, marking a 20% growth.

2023 was also a highly productive year for R&D practices at Nobel. We ranked 40th in Turkish Time magazine's 2023 list of the Türkiye's Highest R&D Spending Companies. Over the year, we completed the R&D research for 12 new products, successfully launched 12 products, and began research on 16 additional new products, securing regulatory approvals for seven of them.

At our TÜBİTAK MARTEK R&D and Innovation Center, where we focus on supporting domestic biotechnology production and the development of new molecules, we are also working on producing high-value biosimilar products.

Meanwhile, at the R&D center of our active pharmaceutical ingredients company, Ulkar Kimya, we are

conducting research on rare disease drugs, high-potency products and active ingredients for cancer treatments, particularly those that are not yet produced in Türkiye.

As part of our ambition to become a data-driven company, we have made significant developments in digital transformation. In 2023, we conducted exploratory studies for our SAP S/4 HANA RISE projects, which we named IQVIA and RubiQon, and we utilized our digital robotic optimizations in our processes at the pilot project level. We believe that, once they are completed, the efficiency we will gain from these projects, which we initiated for the sustainability of our business, will contribute to our overall sustainability goals as well.

We firmly believe that human health cannot be considered separately from the health of society and the planet. We remain committed to reducing our Scope 1 and Scope 2 emissions and prioritize efficiency in materials, energy, and water consumption as part of our responsible production and consumption approach.

Additionally, we are also moving forward with our goal to decrease Scope 3 emissions. By categorizing our suppliers, we have started the process which will allow us to measure and audit their sustainability performance more effectively.

We will evaluate all our suppliers and directly integrate them into our sustainability initiatives.

Under the leadership of our Sustainability Team, we are focusing on advancing sustainability across our entire value chain. To achieve our 2030 and 2035 sustainability goals, we are working on innovative solutions that drive progress.

Our employees are at the heart of our business. We see their well-being and professional growth as a critical measure of our success. In 2023, we raised our employee engagement score from 3.70 in 2022 to 3.91. This significant improvement was recognized by Gallup as a "Best Practise Improvement".

We continue to operate without compromising occupational health and safety standards. We are working on

becoming an organization with a zero accident rate, providing workplace conditions that will protect the well-being of our employees, creating a safety culture, and digitalization in Occupational Health and Safety processes.

We recognize the importance of access to accurate health and medical information. In 2023, 27 scientific articles, selected by an independent panel, were published in Nobel Medicus, which publishes national and international articles on health, providing valuable insights to the medical community.

Additionally, through Nobelyum, our digital health platform where we share the latest health news, we are delivering reliable and up-to-date health insights to more than 12,000 members.

Beyond the fields of medicine and healthcare, we are committed to supporting future generations' access to knowledge. The Sabiha Ulusoy Library in Düzce, established by Nobel, now welcomes 90,000 students annually, serving as an important educational resource.

We consider health holistically in three dimensions: spiritual, physical and mental. We believe culture and arts projects to be important for the development of the spirit. Recognizing this role, we have been a performance sponsor of the Istanbul Music Festival since 2018, supporting artistic expression and cultural engagement.

At Nobel ilaç, we will continue to prioritize not only human health but also the well-being of our planet and society, in alignment with the Sustainable Development Goals.

We will strive to expand our initiatives, implement new projects, and strengthen our commitment to stakeholders.

As a company striving to be operationally efficient, financially strong, and ever closer to our sustainability goals, I would like to extend my gratitude to our employees and all stakeholders who continue to support us in making a meaningful impact on both our country and the world.

ABOUT NOBEL İLAÇ



Company History & Profile & Business Model

DEEP-ROOTED HISTORY IN PHARMACY

Driven by our goal of making medicine accessible to all people across the world, we are committed to supporting healthier lives across more than 50 countries through the products we manufacture under our own brand.

Our company entered the pharmaceutical industry in 1964, but our roots trace back to 1954, when we first began operating in pharmacy. Today, we continue to grow, guided by our Health Is Worth It approach and our investment strategy based on the “Domestic Capital, Domestic Production, Domestic R&D” framework.

70 YEARS OF INNOVATION AND EXCELLENCE

As we mark seven decades in healthcare, we embrace a sustainability-centered business model that not only enhances the health of current generations but also contributes to creating a livable world for future ones.

NOBEL TODAY

We are Türkiye's only pharmaceutical company that is one hundred percent domestically funded and that integrates active pharmaceutical ingredients production, R&D, and finished product manufacturing for both Chemical and Biotechnological Medicines.

In 2023, we significantly improved our ability to meet medicine demand, reducing our out-of-stock rate by 28%, from 1.30% in 2022 to 0.94%. Moreover, we increased the number of medicine packages delivered to patients from 103 million in 2022 to 124 million in 2023, marking a 20% growth.



DRIVING ECONOMIC SUSTAINABILITY THROUGH EXPORT AND PRODUCTION

With our corporate presence and representative offices in 24 countries, we engage in both import and export activities, maintaining our status as a pharmaceutical company with a trade surplus.

We operate in Türkiye, Albania, Azerbaijan, Belarus, Bosnia, Bulgaria, Germany, Georgia, Kazakhstan, Kyrgyzstan, Kosovo, Lithuania, North Macedonia, Moldova, Mongolia, Montenegro, Romania, Russia, Serbia, Switzerland, Tajikistan, Turkmenistan, Ukraine, and Uzbekistan. Currently, 43% of our total sales come from international markets.



450 MILLION DOLLARS

Approximate Annual Revenue



+50 COUNTRIES

API* and Pharmaceutical Export Partners



+3.000 REGISTRATIONS

Approved Licenses Worldwide



~5.000 EMPLOYEES

Number of Employees Including Nearly 2,000 Working Abroad

* Active Pharmaceutical Ingredient



Production Facilities



DÜZCE NOBEL İLAÇ PRODUCTION AND R&D HUB

Total area: 72.500 m²

Indoor area: 55.000 m²

Total capacity: 210 million packages

Certifications: AB GMP, Avrasya Birliği GMP, ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 27001 and Zero Waste Certificate



KAZAKHSTAN NOBEL AFF PRODUCTION AND R&D HUB

Total area: 10.145 m²

Indoor area: 7.161 m²

Total capacity: 22 million packages

Certifications: GMP KZ, ISO 9001



ÇERKEZKÖY ULKAR KİMYA PRODUCTION AND R&D HUB

Total area: 63.700 m²

Indoor area: 12.744 m²

Total capacity: 440 tons/year

Certifications: TR GMP (PIC/s), AB GMP, ANVISA (BR GMP), ISO 9001 and Zero Waste Certificate



UZBEKISTAN NOBEL PHARMSANOAT PRODUCTION AND R&D HUB

Total area: 23.000 m²

Indoor area: 11.000 m²

Total capacity: 20 million packages

Certifications: ISO 9001, ISO 22000, GMP and GDP



GEBZE MARTEK BIOTECHNOLOGY PRODUCTION AND R&D HUB

Total area: 3.498 m²

- 2 production lines with 1,000-liter capacity each
- Capacity to produce 15 batches of medicines annually
- Capacity to develop and manufacture 4 new products annually

Certifications: GMP TR, ISO 27001 and Zero Waste Certificate

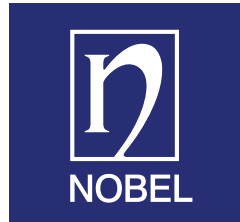
GEBZE SMALL MOLECULE R&D CENTER

Total area: 1.000 m²

Expected to become operational in 2025

Structure and Business Model

Continuing Comprehensive Production and R&D Efforts with Nobel İlaç in Türkiye,
Nobel AFF in Kazakhstan, and Nobel Pharmsanoat in Uzbekistan



Finished Product
Development



Pharmaceutical and
Biosimilar Product
Manufacturing



Marketing
and Sales



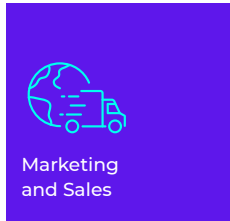
Consumer Health
Products Marketing
and Sales



Active Pharmaceutical
Ingredient Product
Development



Active Pharmaceutical
Ingredient
Manufacturing



Marketing
and Sales

WE ARE OPERATING IN 22 THERAPEUTIC AREAS

Basic Products: Pain Killers, muscle relaxants, gastrointestinal medications, infection treatments, anti-inflammatory drugs, cough and cold, lipid regulators, urology & women's health, men's health, respiratory agents

Specialty Products: Oncology, hematology, hepatology, nephrology, rare diseases, diabetes, central nervous system, cardiovascular & metabolism

Consumer Health Products: Multivitamins, probiotics, bone & joint health, omega-3

Vision & Mission & Values

OUR MISSION

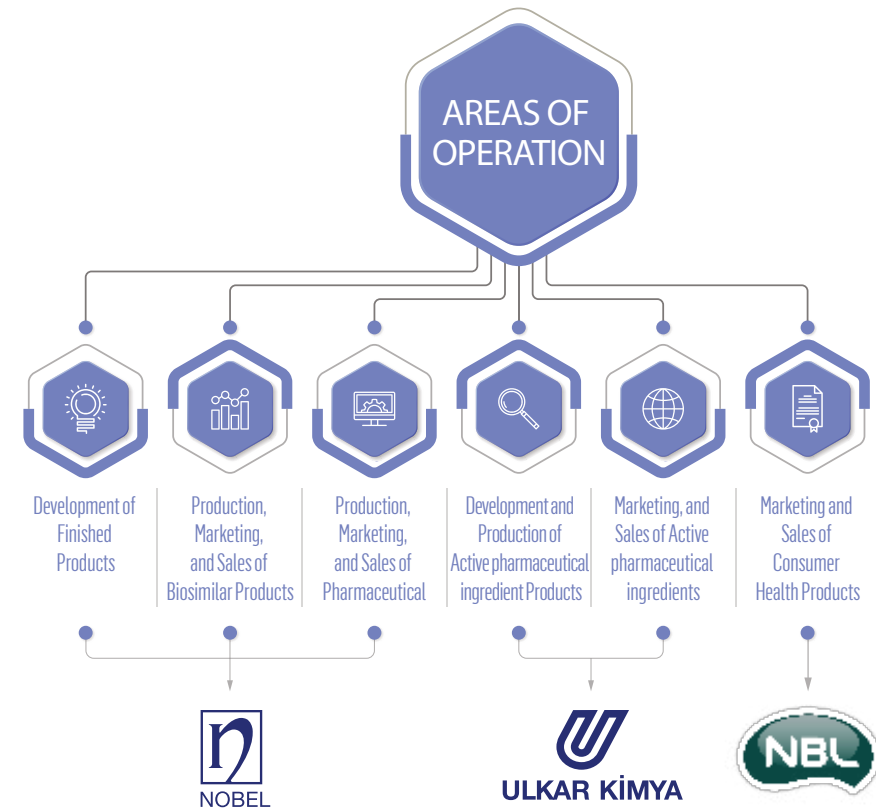
To improve the quality of human life by operating with the motto of “Health for All, Access for All”.

OUR VISION

Delivering reliable and accessible products across the world for human health.

To ensure the sustainability of pharmaceutical supply, we work tirelessly driven by our passion for manufacturing and scientific advancement, and through continuous investments, we deepen our R&D activities. We place great importance on developing our digital capabilities and prioritizing the professional development of our employees.

By serving human health, we continue to grow internationally under the Nobel brand, successfully representing our country in different regions. In all our operations, we uphold environmental and social sustainability, shaping our business models in line with these principles.



Key Milestones Over 70 Years

1954

- The Ulusoy family began its pharmaceutical activities by opening a pharmacy in Babaeski, Kırklareli.



1964

- Nobel İlaç was established as a limited company in Istanbul.

1967

- The Ulusoy family became a partner in Nobel İlaç.

1972

- Full-scale production began at the Beşiktaş factory, acquired in 1968.



1979

- Nobel İlaç and other companies merged under the umbrella of Ulkar Holding, one of Türkiye's first holdings.

1990

- Active pharmaceutical ingredient manufacturing began at Ulkar Kimya's Çerkezköy facility.

1996

- R&D activities were launched in Beşiktaş.

2000

- A manufacturing facility was acquired in Düzce, marking the start of an expansion project.
- Nobel İlaç initiated its international expansion by acquiring a manufacturing facility in Uzbekistan.

2001

- The phased transfer of contract manufactured products to the Düzce facility began.
- In May, the Ministry of Health granted GMP certification for all solid, liquid, and semi-solid manufacturing facilities in Düzce.
- Nobel Pharmsanoat was established in Uzbekistan.

2002

- GeneriNobel GmbH was founded in Germany.
- The Düzce facility received GMP certification from the World Health Organization.
- With the completion of registration procedures, pharmaceutical production began in Uzbekistan under Nobel Pharmsanoat.
- In Kazakhstan, Almatinskaya Farmatsevticheskaya Fabrika (AFF) was acquired, and efforts to renovate the manufacturing facilities began.

2004

- NobelPharma MMC was established in Azerbaijan, and Nobel Lijek DOO was founded in Bosnia and Herzegovina.

2005

- Nobel ranked among the top 10 pharmaceutical companies in the Turkish market.
- With the support of Nobel İlaç, the peer-reviewed and independent medical journal Nobel Medicus was launched.



- Representative offices were opened in Georgia, Moldova, and Serbia.
- The first export of a finished pharmaceutical product to the European Union was completed.

2006

- NobelPharma was established in Ukraine, while Nobel İlaç Med SRL was founded in Romania. Representative offices were opened in Albania and Belarus.
- Nobel Pharmsanoat began penicillin production in Uzbekistan.

2007

- The company's head office relocated from Beşiktaş to a new building in Ümraniye.
- Nobel İlaç received its first Stars of Export award from İKMİB, securing third place in the "pharmaceutical products" category. Over the years, the company continued to rank among the top three, winning this award six more times.

2008

- Ulkar Kimya obtained EU-GMP certification from German regulatory authorities, enabling exports to Germany.
- The solid (tablet) and injectable cephalosporin production facilities in Düzce were completed and became operational.

2009

- Representative offices were opened in North Macedonia and Kosovo.
- Nobel was declared a “well-known brand” by the Turkish Patent Institute.
- Nobel ilaç became the leading pharmaceutical exporter in the Turkish pharmaceutical industry.

2011

- Nobel AFF became the first local pharmaceutical manufacturer in Kazakhstan to receive GMP certification.
- The company obtained GMP certification for its solid dosage form production facility.

2013

- A representative office was opened in Mongolia.

- Manufacturing facilities in Uzbekistan were relocated to a new manufacturing center.
- With support from the Ministry of Health, Nobel became the first company to have its project approved under TÜBİTAK’s program for the local development and production of biotechnological medicines.
- Nobel was included in the TURQUALITY brand support program within the framework of the state-supported branding program.
- Nobel AFF was honored with the “Order of Merit of Kazakhstan”.

2016

- Nobel ilaç in Albania was chosen as “The Best Pharmaceutical Company” by the Albanian Chamber of Commerce and Industry.
- The R&D Center in Uzbekistan became operational.

2018

- Nobel Pharma Schweiz AG was established in Switzerland.
- Nobel ilaç became the fastest growing pharmaceutical company of Belarus.

- Nobel ilaç was the only pharmaceutical company to receive the “Best Managed Companies Türkiye” award, presented for the first time in Türkiye by Deloitte Private.

2019

- A 4,500-square-meter Biotechnology R&D Center was established at TÜBİTAK Marmara Technopark in Gebze.
- The first GMP certification for active pharmaceutical ingredient synthesis was obtained in Kazakhstan.

2020

- Nobel Pharma Schweiz AG launched 6 products to the Swiss market.

2021

- The Uzbekistan Pharmaceutical Industry Development Agency awarded Nobel ilaç a certificate of appreciation for its contributions to protecting public health and treating patients during the pandemic.

**2022**

- Nobel L., UAB was established in Lithuania, and a representative office was opened in Tajikistan.

- In recognition of its contributions to education, social, scientific, and cultural development in Kazakhstan, Nobel AFF was honored with the Kurmet (Respect) Award for advancing economic and social activities.

2023

- Nobel AFF signed a collaboration agreement on biotechnological drug production with Kazakhstan’s Ministry of Health Institution SK-Pharmacia LLP, the Kazakh Institute of Oncology and Radiology, and the Swiss pharmaceutical company Roche.
- Nobel AFF received the “Best Investor” award for its contributions to the development of Kazakhstan’s healthcare sector.

2024

- A new manufacturing facility for high potency products, which was built with an investment of 40 million dollars, was completed in Düzce.



CORPORATE GOVERNANCE

NOBEL İLAÇ

Organizational Structure

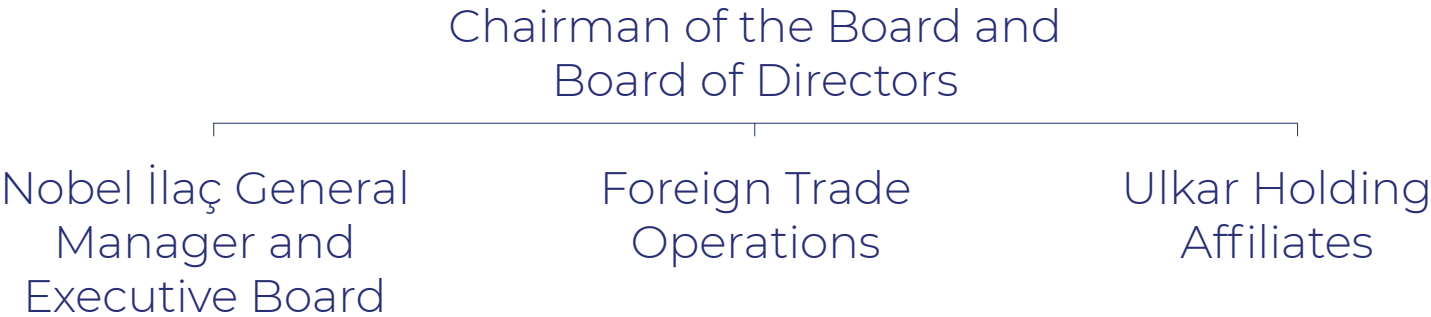
At Nobel İlaç, we operate with an effective governance structure to ensure sustainable growth and operational excellence. Our **Board of Directors**, the highest decision-making body of the company, provides guidance in strategic decision-making and helps steer the company toward its long-term objectives. The Board convenes monthly to evaluate sustainability strategies and other strategic priorities.

Reporting to the Board, the **Executive Board** is responsible for implementing operational decisions swiftly and efficiently. Meeting every two weeks, the Executive Board assesses company operations and processes, and ensure that we are taking steps in alignment with our business goals. Of the Executive Board membership, women represent 22% of board seats. 50% of our members hold a bachelor's degree, 44.4% a master's degree, and 5.5% a doctorate degree.

Our senior management actively supports the monitoring of social and environmental impacts as well as the continuity of our sustainability journey. For more details on our sustainability governance framework, please refer to the "Sustainability Organization" section of this report.

Of the Executive Board membership, women represent 22% of board seats.

50% of our members hold a bachelor's degree, 44.4% a master's degree, and 5.5% a doctorate degree.



Business Ethics

Nobel İlaç was founded on a human-centered approach to ethical values, upholding principles without discrimination based on religion, language, race, gender, ethnic origin, age, sexual orientation, or political views.

Respect for people is a reflection of the value we place on our work. Accordingly, it is our fundamental principle that discrimination, favoritism, and mobbing have no place in any stage of our business processes. Adherence to business ethics and regulations is a core element of Nobel's corporate culture, one that is highly valued, prioritized as a responsibility, and expected to be upheld by all stakeholders.

The industry in which we operate requires us to remain constantly aware of the sanctity of human health. With this awareness, in addition to complying with sectoral regulations, we handle ethical compliance matters, such as conflicts of interest, bribery, and corruption, with great sensitivity.

Ensuring the continuity and widespread adoption of the ethical compliance culture is the responsibility of our Legal and Compliance Directorate. Through

ETHICS COMMITTEE

Any of our employees or stakeholders may contact the Compliance Department or directly reach out to the Ethics Committee to report a violation or ask a question. Reports can be submitted in person or via email. The designated email addresses for this purpose are etik@nobel.com.tr and uyum@nobel.com.tr. In addition to handling reports, the Compliance Department may also proactively conduct investigations and identify potential violations. Reports submitted by employees or other stakeholders to the Compliance Department are thoroughly investigated and reported to the Ethics Committee.

The Ethics Committee consists of a chairperson (a Board Member) and three members: the Internal Audit Manager, the Human Resources Director, and the Legal and Compliance Director. The committee operates in accordance with our internal procedure titled Principles of Operation for the Ethics Committee, and its activities are reported to the Chairman of the Board of Ulkar Holding.

Decisions made by the Ethics Committee are implemented upon the approval of the Chairman of the Board.

initiatives implemented in both physical and digital environments, we aim to enhance ethical awareness among our employees and foster a well-aligned perception. In doing so, we contribute to our 2030 Nobel Sustainability Goals.

TO ENSURE THE ACTIVE PARTICIPATION OF ALL OUR STAKEHOLDERS IN OUR COMPLIANCE PROCESSES, WE CONDUCT YEAR-ROUND TRAINING SESSIONS AND AWARENESS PROGRAMS. THE ACTIVITIES CARRIED OUT IN 2023 ARE AS FOLLOWS:

Personal Data Protection Training:

Through digital training sessions, we contributed to the development of a total of 1,424 employees.

Promotional Regulations and Compliance Training:

Conducted in-person and repeated across 11 sessions, these trainings were designed for Executive Committee members, the Human Resources Department, factory employees, and new medical representative candidates. A total of 232 participants received in-depth information on sectoral regulations and ethical principles.

Mass Email Campaigns:

Throughout the year, we sent 41 mass email bulletins covering various topics, including Sectoral Regulations, Compliance with Competition Law, Personal Data Protection, Data Security and Privacy, Conscious Social Media Use, Conflict of Interest, and Mobbing, enhancing awareness across the organization.

Membership in the Ethics and Reputation Society:

As of February 24, 2023, Nobel İlaç became a member of the Ethics and Reputation Society (TEİD). By actively participating in the Healthcare Sectoral Group under this organization, we reinforced our strong commitment to business ethics and compliance.

100%

Domestic capital

43%

Sales to foreign markets

97%

Production at our Düzce facilities*

* The ratio of total sales



Lale Saral DEVELİOĞLU

Nobel İlaç Board Advisor

We believe that creating a lasting impact in the field of sustainability is only possible through a long-term and inclusive approach. At Nobel İlaç, we embrace this perspective and work tirelessly to achieve our 2030 Sustainability Goals. Drawing strength from our legacy and guided by our responsibility to the future, we place sustainability at the core of all our business practices. As the Board of Directors, we guide our sustainability team with a long-term perspective. Our responsibilities include providing our team with the necessary resources, guiding them in line with our strategic goals and supporting them to achieve our sustainability targets. I am happy and proud to be an active part and supporter of this process.

Risk Management

At Nobel, we implement corporate risk management to identify major risks, assess control processes, and ensure that the right risks are managed through appropriate processes. Within this framework, we identify potential events, manage risks in alignment with our corporate risk appetite, and provide reasonable assurance toward achieving our company's objectives. With our high-quality products manufactured according to international standards

and our deep-rooted history, we consider opportunities alongside risks in our corporate risk management process. Effective risk management at Nobel is the responsibility of all companies and employees within the organization.

The primary responsibility of our Board of Directors in risk management is to oversee and approve processes and practices. The Board is accountable for designing, implementing, and

With our high-quality products manufactured according to international standards and our deep-rooted history, we consider opportunities alongside risks in our **corporate risk management** process.



monitoring the corporate risk management strategy, process, and methodology. Every six months, the Corporate Risk Report is reviewed, and feedback and recommendations are provided. The Board assists in establishing appropriate systems to manage identified risks, measuring their impacts, and ensuring active risk management to protect the company's assets and reputation. It also supports fostering an understanding of risk management responsibilities at every level of the company.

The Executive Committee is involved in the risk management process as a governance and risk-taking mechanism. It is responsible for implementing the corporate risk management strategy, structure, policies, and framework. This includes the regular identification and assessment of potential risks within designated risk categories, ensuring the effective execution of existing controls, and taking necessary additional actions when required.

CORPORATE RISK MANAGEMENT STEPS

As part of our corporate risk management framework, we categorize risks into financial, strategic, operational, and environmental risks. The following steps guide our risk assessment process:

1. Risk Identification: Risks are determined through workshops conducted within the risk management schedule, coordinated by the corporate risk manager with the participation of department managers. A Corporate Risk Inventory is created under the supervision of the corporate risk manager.

2. Risk Assessment: The corporate risk manager organizes risk workshops involving process owners, and risks are reviewed periodically.

3. Risk Monitoring and Reporting: Nobel has established a system for regularly monitoring risks and action plans. Each department appoints a risk officer and these officers track and report action plans related to the risks under their department's responsibility.

4. Risk Updating: Every three months and annually, the corporate risk manager updates risk inventories with process owners. The finalized version is reviewed and adjusted based on the General Manager's evaluation and is then shared with the Risk Committee.

5. Emergency Risk Assessment: In cases of significant political, economic, commercial, regulatory, legal, or public health changes, potential risks that could arise from these changes are identified and reported to the relevant authorities.

In 2023, to enhance risk predictability, we conducted the following practices:



TRAINING PROGRAMS

To foster awareness and a strong culture of corporate risk management, we provided training sessions across all departments. These sessions covered, in detail, the necessary procedures for fixed asset acquisitions and damage response protocols.



RISK MAPPING STUDIES

We launched risk mapping studies to enhance the predictability of high and critical risks. We developed strategies to define and analyze the potential impacts of these risks.



APPRAISAL VISITS

We partnered with an independent appraisal firm to conduct facility visits and reassess our fixed assets. In doing so, we aimed to reduce the financial impact of potential risks by making our insurance transactions based on real values.



RISK ANALYSIS REPORTS

Risk engineers from our insurance partners conducted on-site risk analysis reports for our facilities. Based on these reports, we took corrective actions in order to minimize our risks.

At the time of this report's preparation, we are actively working on a Corporate Risk Map that integrates ESG risks. Additionally, we emphasize the need for risk-responsible teams to be included in the risk identification and impact assessment processes.

In the upcoming reporting period, we will complement our Impact Prioritization study along with a Financial Prioritization analysis, thereby conducting a Double Materiality assessment.

SUSTAINABILITY APPROACH

Sustainability Organization

Since our establishment, we have operated with a strong commitment to our community, environment, and ecosystem. We continue this approach through our Sustainability Plan, launched in 2022. Our Sustainability Plan outlines our critical sustainability impact areas, along with our 2030 goals, and includes systems for measurement and periodic review for these goals.

We advance our Sustainability Plan and all related initiatives under the sponsorship of a Board member and our Chairman of the Board, with leadership from our Supply Chain Directorate. Our Sustainability Sponsors and Team Leaders not only monitor corporate progress but also leverage their industry expertise and business experience to guide planning and integration efforts.

During the plan's development process, we collaborated with our Sustainability Project Team, which includes experienced managers representing different departments and young professionals providing fresh perspectives. While building our Project Team, we were careful to represent our various regional and functional operations. During this reporting period, as we moved into the implementation phase of our plan, our **Sustainability Team**, formed through the expansion of our Sustainability Project Team, has been meeting regularly every month. In these meetings, we document the progress of planned projects aimed at achieving our sustainability goals and review developments. Tasked with integrating sustainability into our business processes and fostering a sustainability culture, our Sustainability Team also reports to the Board of Directors. Additionally, we have established Project Teams dedicated to our priority focus areas. These **Project Teams** are responsible for developing and tracking projects related to their assigned objectives by organizing periodic meetings and field visits.

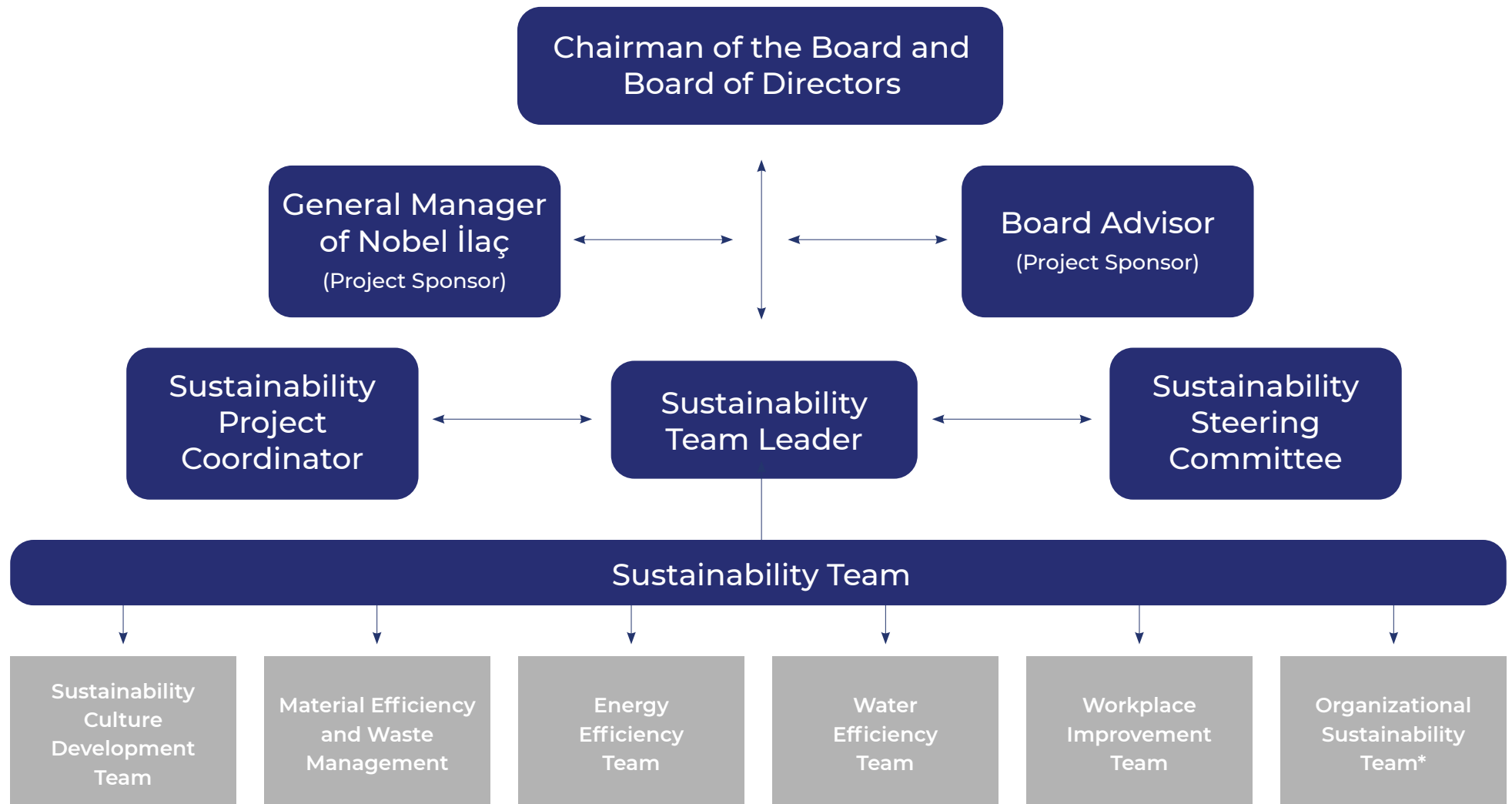


Throughout the planning process, we have benefited from consulting support, which has kept us informed about the general sustainability agenda and industry-related sustainability trends. This has allowed us to evaluate every step of our plan with a forward-looking perspective.

As we move into the implementation phase of our plan, we continue to seek consulting support, and we wish to strengthen our approach and ensure steady progress toward our goals.

To adapt our sustainability strategy to changing conditions and take a proactive approach to achieving our sustainability objectives, we established the **Sustainability Steering Committee** in 2023, composed of our Executive Committee members. This committee will be responsible for closely monitoring the projects we implement and ensuring effective actions are taken. Starting in 2024, the Sustainability Steering Committee will meet every two months with the Sustainability Project Team Leaders to track progress and oversee the execution of sustainability initiatives.

Sustainability Organization Structure



* The Organizational Sustainability Team consists of our Human Resources team and provides support to the Sustainability Team.

Materiality Analysis

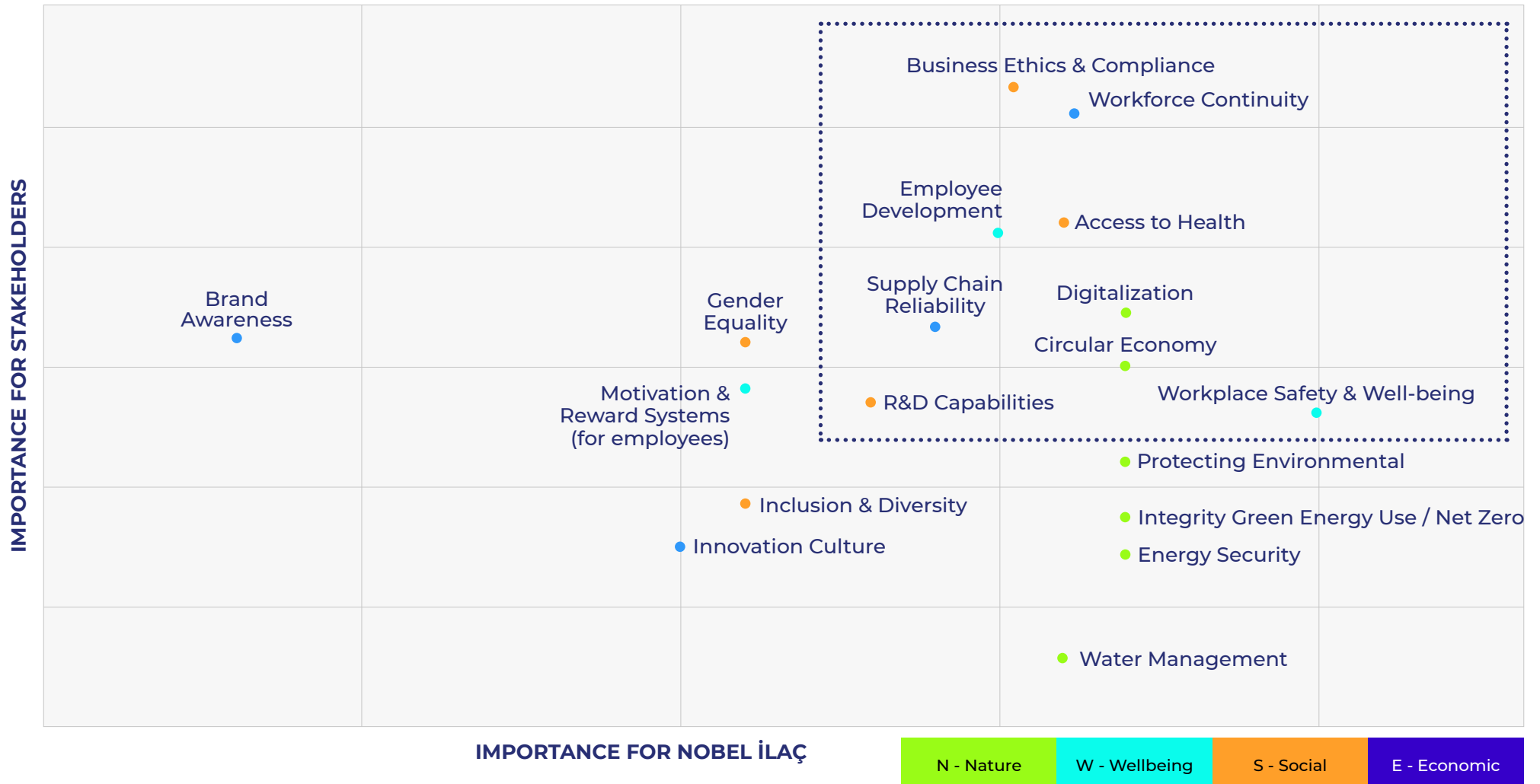
During our reporting period in 2023, we conducted a materiality analysis to identify our key focus areas and inform our stakeholders about our efforts in compliance with GRI reporting requirements.



WE FOLLOWED THESE STEPS IN OUR IMPACT PRIORITIZATION STUDY:

- **Creating the List of Topics:** As the first step of the analysis, we compiled a list of topics. In doing so, we considered stakeholder feedback received through various communication channels, local and international industry trends, and relevant topics outlined in reporting standards.
- **Evaluating Topics in Terms of Nobel İlaç's Strategic Goals:** The list of topics was assessed by our Sustainability Team under four key categories based on importance and impact: Environmental / Social / Well-being / Economic. Nobel İlaç's strategic goals were also taken into account during this evaluation.
- **Assessing Topics from a Stakeholder Perspective:** To understand the significance and perceived impact of these topics from our stakeholders' point of view, we engaged with them directly. Our primary method of collecting feedback was through surveys. For impact prioritization, we gathered 109 responses from 16 stakeholder groups.
- **Developing the Prioritization Matrix:** We consolidated the responses from our stakeholders and the Sustainability Committee to create our impact prioritization matrix. We will continue to repeat our materiality analysis every two years to ensure ongoing relevance and alignment with evolving needs.

NOBEL İLAÇ MATERIALITY ANALYSIS



“Our Sustainability Plan outlines our critical sustainability impact areas, along with our 2030 goals, and includes systems for measurement and periodic review for these goals.”

OUR SUSTAINABILITY EFFORTS
FOCUS ON THREE MAIN AREAS:

- We value environmental protection
- We value the growth of our business
- We value our society and employees



Şener KARAOĞLU

Nobel İlaç's Supply Chain Director & Sustainability Leader

At Nobel İlaç, we take pride in our sustainability strategy, which is rooted in our 70-year legacy and guided by our “Health Is Worth It” approach. Throughout 2023, we developed innovative solutions to enhance access to healthcare, launched projects focused on material and energy efficiency to minimize our environmental impact, and continued creating value for our employees and society. As Türkiye’s leading pharmaceutical company with one hundred percent domestic capital, we have set ambitious sustainability goals, and we focused on reducing our carbon footprint, optimizing water usage, and strengthening environmental and social responsibility across our supply chain. While achieving success in international markets and making our country proud, we remain committed to our “Health Is Worth It” vision, working tirelessly to bring our medicines to more patients and leave a livable world for future generations. Here’s to another 70 years.

Stakeholder Management

We believe that stakeholder engagement and collaboration are integral to our sustainability journey. As we work towards our goals, we place great importance on maintaining active and transparent communication with our stakeholders. Our approach is based on mutual understanding, openness, and continuous dialogue. This report shares our projects and activities under the “Priority Topics” section, which reflects both our stakeholders’ concerns and our strategic objectives.

In identifying our stakeholders, we have considered our strategic priorities, the opportunities that these relations could provide, and the risks that could arise from a lack of relations.

For more details on how and how often we communicate with our stakeholders, please refer to the “Annexes - Stakeholder Communication Table” section of this report.

In identifying our stakeholders, we have considered our strategic priorities, the opportunities that these relations could provide, and the risks that could arise from a lack of relations.



Sustainability Roadmap & 2030 Goals

We integrate environmental, social, and economic sustainability into our efforts, focusing on three main areas:

We value environmental protection

We strive to reduce the environmental footprint of our operations by using resources and energy efficiently and minimizing our ecological impact.

We value the growth of our business

By prioritizing human health, we work to advance pharmaceutical development and improve access to medicine. Our business is built on ethical values and compliance with healthcare regulations, with a strong focus on ensuring the reliability and high quality of our products.

We value our society and employees

By making our products widely accessible, we contribute to the betterment of public health. This value is created through our employees' expertise, productivity, well-being, safety, and overall satisfaction.



Sustainability Roadmap & 2030 Goals

Area	Goals	SDG Alignment	Progress Status
WE VALUE THE GROWTH OF OUR BUSINESS	Increasing digital processes (*)	SDG 9.4	● You can find details on our improvement projects under the "Digitalization" section of our report.
	Spreading sustainability culture across the company	SDG 4.7 & 12.8	● Some of our initiatives for creating and spreading sustainability culture across our employees include: displaying sustainability messages on lock screens, raising awareness through email campaigns, organizing Environment Day event, and Emergency Sustainability Meetings.
	Implementing sustainable living and working conditions in HR processes (*)		● We offer employees a 50% hybrid remote work model. We aim to improve work-life balance and reduce the negative environmental impact of commuting. We also support employees' physical and mental health through corporate wellness programs. We provide platforms where employees can receive access to fitness activities psychological support through an outsourced company. Additionally, we organize seminars related to these topics.
WE VALUE OUR SOCIETY AND EMPLOYEES	Tracking workplace accident frequency across the company in 2023, reducing it by 50% by 2025, and achieving "zero accidents" by 2030	SDG 8.8	● We are monitoring accident frequency rates across all our facilities. As of the end of 2023, we continue our efforts within the company-wide Occupational Health & Safety governance system.
	Reducing employee turnover rate (*)	SDG 4.4	● We successfully lowered our voluntary turnover rate from 11.48% to 10.25%. You can find details on our efforts under the "Employee Upskilling and Workforce Continuity" section.
	Ensuring employee engagement remains above 85%		● The difference between last year's and this year's Gallup Employee Engagement survey results was classified as "significant". This assessment was conducted by comparing the last two years' survey results in the company database.

- Positive progress toward the goal
- Negative progress toward the goal
- Limited positive impact on the goal despite efforts
- No change

Area	Goals	SDG Alignment	Progress Status	
WE VALUE ENVIRONMENTAL PROTECTION	Achieving net zero emissions in Scope 1 & 2 by 2030	SDG 7.1 & 7.2 & 7.3 & 9.4	●	You can find details on our improvement projects under the “Energy Management” section of our report.
	Transitioning to 100% renewable energy in production facilities		●	We have completed the feasibility studies for our solar energy panel investment.
	Reducing energy consumption from lighting by 50%		●	As of the end of 2023; * 56% LED lighting conversion in Düzce * 24% LED lighting conversion in Çerkezköy has been completed.
	Reducing net water consumption by 50%	SDG 6.4 & 12.2	●	We consider water management and consumption as a key area for improvement. You can find details on our initiatives under the “Water and Wastewater” section of our report.
	Implementing processes to reduce packaging waste by 50%	SDG 9.4 & 12.5	●	Our Material Efficiency and Waste Management Project Team, established at the end of 2023, will begin detailed project work in 2024.
	Transitioning to recyclable packaging materials	SDG 9.4 & 12.5	●	Recyclable packaging materials were not prioritized in new product launches.

- Positive progress toward the goal
- Negative progress toward the goal
- Limited positive impact on the goal despite efforts
- No change

**WE VALUE THE GROWTH
OF OUR BUSINESS**



Access to Health

In line with our goal of “expanding our portfolio with new product launches”, we continue our journey with the vision of providing reliable and accessible healthcare products worldwide. Through annual new product launches, we strive to improve patients’ access to medicine and treatment.

Our portfolio management strategy focuses on preparing pharmaceuticals that comply with global regulations while ensuring affordable pricing. To bring generic drugs to different markets as quickly as possible, we manage each new product development project using structured project management methodologies.

We continue to address patient and physician needs across different treatment areas through manufacturing, import, co-marketing, and various business models. Our goal is to introduce high-value products to the pharmaceutical industry of our country, delivering the most impactful solutions for patients and healthcare professionals through our expertise and strategic partnerships. In addition to conventional pharmaceuticals, our business units are dedicated to introducing value-added products such as fixed-dose combinations, extended-release formulations, and biotechnological products to our country.



We continue to **address patient and physician needs across** different treatment areas through manufacturing, import, co-marketing, and various business models

Our broad product portfolio covers nearly all therapeutic areas, including respiratory, cardiology, diabetes, nephrology, hepatology, oncology, hematology, central nervous system (CNS), analgesics, gastroenterology, anti-infectives, dermatology, and probiotics. Each year, we expand our portfolio, offering more treatment options in existing areas while opening doors to new therapeutic fields.

With our established products, we continue to add value to healthcare by providing a wide range of treatments for infectious diseases and gastrointestinal disorders, as well as pain and inflammation management. At the same time, we remain committed to developing new products.

In cardiovascular, metabolic, and renal diseases, which are distinct yet interconnected therapeutic areas, we focus on expanding our portfolio to prevent disease complications and advance treatment outcomes.

With our longstanding established products, we continue to add value to healthcare by providing a wide range of treatments for infectious diseases and gastrointestinal disorders, as well as pain and inflammation management. At the same time, we remain committed to developing new products.

RARE DISEASES

Though rare diseases affect a small percentage of the population, their impact on individuals and society is profound. While each condition is rare on its own, together they affect millions of people worldwide. As Nobel İlaç, we support physicians and individuals affected by rare diseases, including: Idiopathic Pulmonary Fibrosis (IPF), Mycosis Fungoides (MF), and Tyrosinemia.

Raising awareness, funding research, and supporting individuals with rare diseases are critical steps in addressing these conditions. We are rapidly expanding our portfolio in rare diseases and plan to introduce new treatment areas and products to further support patients and healthcare professionals.

- » Entering the Turkish diabetes market in 2021, we introduced the first generic DPP-4 inhibitor in 2023. In the coming years, we will continue to provide new treatment options for diabetes.
- » » We launched our first oncology products in 2016 and added four more oncology-hematology products in 2022 and 2023. Two of these were first generics in the market, offering a cost advantage. As Nobel İlaç, we are actively continuing our preparations to launch many oncology-hematology drugs in our portfolio in the near future.

Additionally, we support healthy living by offering probiotics, vitamins, and mineral supplements aimed at bone, joint, and cartilage health, as well as immune system support. Our pregnancy and breastfeeding product range provides tailored solutions for these special life stages. Additionally, we offer probiotics, vitamins, and mineral supplements to support bone, joint and cartilage health and the immune system, as well as supportive solutions in the pregnancy and lactation categories to support healthy living among our consumers, improve their quality of life and support their personal health needs.

A close-up, blue-tinted photograph of a microscope's objective lenses and eyepiece, serving as the background for the left side of the page.

124 Million

Number of medicine packages delivered to patients in 2023

20% Increase

Increase in the number of medicine packages delivered to patients compared to 2022

0,94%

Out-of-stock rate in 2023

%28 Decrease

Reduction in out-of-stock rate compared to 2022



Aybige PİLANCI

Medical Director

We recognize our responsibility to address public health challenges, enhance accessibility, and improve healthcare services. In 2024, we expanded our diabetes portfolio, offering alternative treatment options for one of today's most pressing health issues. We closely monitor regulatory developments that promote sustainability and establish corporate standards in line with these regulations.

R&D Capabilities

At Nobel, our commitment to human health and sustainability is reflected in our R&D capabilities and healthcare accessibility solutions. We continuously invest in research and development to create innovative and effective treatments, deepening our scientific expertise. By prioritizing digital transformation and the professional growth of our employees, we aim to improve global access to healthcare. As we strengthen our international presence, we remain dedicated to providing better and more accessible healthcare solutions to communities worldwide.

The year 2023 was a highly productive period for our R&D activities. During this time, we completed R&D studies for 12 new products and launched them into the market. Additionally, we began R&D studies for 16 new products and secured regulatory approval for 7 new products. We continuously expand our R&D and production capacity to offer innovative treatment options.

2023 was a highly productive year for our R&D activities. During this period, we successfully completed the R&D processes for **12 new products and launched them on the market.**

Furthermore, we initiated development efforts for 16 new products and obtained licenses for 7 products.

Our R&D efforts span over 50 countries, we are conducting comprehensive research and studies covering everything from APIs to finished products. In our state-of-the-art manufacturing facilities, we utilize advanced equipment (HPLC, UPLC, GC) to develop products that comply with GMP, WHO, EMA, and FDA standards.

Additionally, we are advancing efforts to establish our Satellite R&D Center at Gebze Technical University Technopark.

Furthermore, we are getting our biotechnology manufacturing site ready for operation, following the completion of maintenance and quality requirements.



GEBZE MARTEK BIOTECHNOLOGY R&D CENTER

The approval of recombinant insulin by the FDA in 1982 marked a significant milestone in the widespread adoption of biotechnological drugs. As of 2023, biotechnological drugs account for approximately 30% of the global pharmaceutical market in terms of value and 17% of the Turkish pharmaceutical market, with these figures steadily increasing.

The production of biotechnological drugs requires high-tech equipment and specialized human resources. Manufacturing these drugs require high investment and operational costs, as well as complex manufacturing processes. Thus, these drugs are generally more expensive than small molecule drugs.

As biotechnological drugs have become more widespread, biosimilar products have also entered the market.

Biotechnological drugs use the concept of biosimilarity instead of the concept of bioequivalence. These drugs are produced by cultivating living cells to generate high-molecular-weight proteins. Due to the complexity of this process, it is impossible to create an identical replica of the reference product; instead, only a similar product can be developed.

At Nobel İlaç, our primary objective is to develop biosimilar monoclonal antibodies, leveraging our expertise to manufacture our own biotechnological drugs. Due to the significant investment and production costs, only a limited number of companies in Türkiye invest in biotechnological drug production. While most companies investing in this field focus solely on R&D, only a few, including Nobel İlaç, possess biotechnological manufacturing facilities.

INFORMATION NOTE

BIOLOGICAL DRUGS

Biological drugs, also known as biological therapeutics, are pharmaceuticals derived from living organisms, such as animal or microorganism cells. Today, most biological drugs are generally produced using biotechnology. Biologics can include proteins, and nucleic acids, as well as

living entities such as gene therapies. A biosimilar drug is a biological medicine that demonstrates high similarity to an already approved reference product through clinical studies. Although minor differences in clinically inactive components may exist, regulatory authorities, such as the FDA, EMA, and Türkiye's

Ministry of Health, ensure that biosimilars exhibit no clinically meaningful differences from their reference products in terms of safety, purity, and efficacy. At Nobel İlaç, we continue to expand our biosimilar portfolio and actively work on new therapeutic areas to support patients and healthcare professionals.

To support local biotechnological drug production and the development of new molecules, we have established a GMP/GLP-compliant R&D and production facility at the TÜBİTAK Marmara Technopark (TÜBİTAK MARTEK R&D and Innovation Center). Our goal is to prioritize Türkiye's healthcare needs by producing innovative and high-value biosimilar products.

Our facility, designed in compliance with the required cleanroom classifications, houses downstream and upstream process development laboratories, bioassay, and bioanalytical laboratories. It is equipped to handle the development of at least four products simultaneously while meeting the necessary standards. Our biotechnological drug production areas are structured to meet GMP requirements as well as other quality and documentation standards.

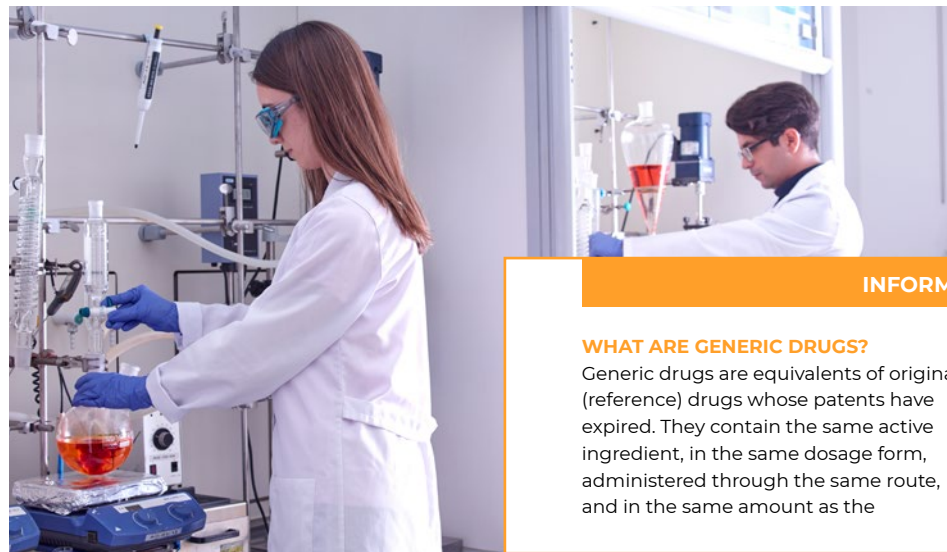
² Proteins produced using genetic engineering techniques and living microorganisms

³ Source: IQVIA

Biotechnological drugs go through multiple stages, from research to production, including laboratory, pilot, and commercial-scale development, as well as preclinical and clinical trials. This extensive and time consuming process, requiring qualified personnel and advanced technological infrastructure and equipment, typically takes 8 to 12 years to complete. Additionally, market entry challenges include declining product prices due to the increasing availability of biosimilar products, the potential for large-scale global facilities to produce lower-cost products, and the exclusion of certain products from public reimbursement systems.

In the field of biological drug development, we have a broad R&D team composed of experts trained in Molecular Biology and Genetics, Bioengineering, Chemistry, and related disciplines from both domestic and international institutions. Our research team consists of 72 members, including 5 PhD holders and 11 with master's degrees, currently working on two biosimilar development projects.

Through biotechnology R&D investments, we aim not only to develop biosimilar drugs but also to create original reference drugs, contributing to the growth of Türkiye's biotechnology ecosystem. To achieve this, we continue collaborative projects with Türkiye's leading institutes and universities.



ULKAR KİMYA R&D CENTER

Ulkar Kimya, a subsidiary of Ulkar Holding, is a joint-stock company specializing in the production of pharmaceutical active ingredients and coated micropellets. Located in the Çerkezköy Organized Industrial Zone in Tekirdağ, Ulkar Kimya not only engages in manufacturing but also houses a state-of-the-art R&D laboratory, which has been officially recognized as a government-

approved R&D center since the end of 2018.

Within Ulkar Kimya, the ULKAR-GEM R&D Center operates with two specialized laboratories:

- **Synthesis R&D Laboratory**
- **Analytical R&D Laboratory**

These laboratories are dedicated to the development of generic pharmaceutical active ingredients and are currently staffed by a team of 20 academic researchers. In this center, we are focusing on the research and production of rare pharmaceuticals, high-potency drugs, and active ingredients for cancer treatments, many of which are not currently produced in Türkiye.

INFORMATION NOTE

WHAT ARE GENERIC DRUGS?

Generic drugs are equivalents of original (reference) drugs whose patents have expired. They contain the same active ingredient, in the same dosage form, administered through the same route, and in the same amount as the

reference drug. These drugs must meet the same bioequivalence standards as the original, meaning they should function in the body in the same way and within the same timeframe, producing identical clinical effects.

In 2023, we made the following contributions to our R&D efforts:

- **Development of Production Methods:**

We successfully enabled the production of four new active ingredients within our company.

- **Reduction of Analysis Times:** We implemented a pilot project where modifications to our technique resulted in a 70% reduction in analysis time and a 50% decrease in solvent usage.

- **Recovery:** We applied racemization (recovery) techniques in a API production, allowing the reuse of intermediate waste products, leading to a 20% increase in process efficiency.

- **Water-Based Synthesis Methods:** We replaced organic solvents with exclusively water-based solvents in an active pharmaceutical ingredients production process.

DÜZCE PHARMACEUTICAL R&D CENTER

Our Pharmaceutical R&D Center at Nobel İlaç works closely with the patent department, developing innovative formulations that do not infringe original product patents and filing patent applications with extensive expertise. Our areas of expertise are as follows:



INFORMATION NOTE

WHAT IS RACEMIZATION?

Racemization is the process of chemically converting a stereoisomer (a molecule's mirror-image isomer that is not suitable for pharmaceutical use) into the active form of the compound, making it suitable for medicinal application.

Beyond formulation development, we focus on **optimizing production methods** and transferring the most efficient technologies to our manufacturing sites.

- **Solid Dosage Forms:** Conventional, modified, delayed-release tablets, bilayer tablets, capsules, ADT, effervescent granules, chewable tablets, lozenges, and micropellets.
- **Liquid Dosage Forms:** Solutions, suspensions, syrups, drops.
- **Semi-Solid Dosage Forms:** Creams, pomades, gels, and lotions.
- **Cephalosporin Antibiotics**
- **Parenteral Formulations:** Lyophilized products, pre-filled syringes, vials.
- **Dry Powder Inhalers**

Beyond formulation development, we focus on optimizing production methods and transferring the most efficient technologies to our manufacturing sites. Our R&D center is also responsible for developing and validating analytical methods for both APIs and finished products. The success of pharmaceutical formulation development depends on high-level analytical studies, and we ensure the reliability of our formulations through advanced laboratory testing with latest analytical devices.

12 products

Number of products whose R&D was completed and launched in 2023

16 products

Number of new products that entered the R&D phase in 2023

7 products

Number of new products that received regulatory approval in 2023 that entered the R&D phase in 2023



Uğur KARAÇİÇEK

Düzce Factory & R&D Director

At Nobel İlaç, we integrate responsible production and consumption principles into all our operational processes, emphasizing continuous improvement through efficiency-driven projects. Our Material Efficiency and Waste Management Teams work to implement energy-efficient technologies, minimize water usage, optimize material inputs, and select low-waste production methods. These efforts not only reduce our environmental footprint but also enhance our business efficiency and accountability. The projects we undertake are a key component of our sustainability strategy. We are committed to leveraging advancing technologies to increase efficiency every day in pursuit of a sustainable future.

Digitalization

Digitalization plays a central role in our strategic planning processes due to its significant contributions to business operations.

Led by our Digital Transformation Team, we design and implement our digital transformation strategy. As the first step of this initiative, we conduct a comprehensive assessment of our organization's digital capabilities and establish our priorities. Throughout this process, we take strategic steps to make the most of available opportunities.

Our strategy is built on Information Technology (IT) infrastructure and framed holistically to include Human Resources, Culture, and Governance, with a strong focus on the Value Chain and Customer Experience.

STRENGTHENING IT INFRASTRUCTURE

We are strengthening our IT infrastructure by leveraging the speed and flexibility of cloud computing. This enables us to enhance business

continuity and maximize operational efficiency. Additionally, through cybersecurity awareness initiatives, we assess user awareness levels and identify key areas that require attention.

To ensure that information security is maintained at the highest level, we continuously invest in our infrastructure. In this regard, we protect our digital assets and data using advanced security protocols and tools.

DATA-DRIVEN APPROACH

We have upgraded our data infrastructure, transforming it into a more flexible and scalable system.

By improving and expanding our dashboard and reporting environment with a focus on sales data, we are accelerating data accessibility and decision-making processes. Our goal is to enhance data analysis capabilities across all departments, from R&D to production, ensuring better understanding and utilization of data. We are also integrating Artificial Intelligence (AI) into our business processes and launching Data Science pilot projects for Medical and R&D applications. Through these initiatives, we are making more informed and strategic decisions, further strengthening our competitive edge.



DIGITAL TRANSFORMATION PROGRAM

Through our digital transformation program, we foster innovation across all areas of our organization, strengthening our competitive edge. With a continuous improvement and innovation-driven approach, we are making steady progress toward our goal of becoming a global pharmaceutical leader. By fully leveraging the opportunities presented by digitalization, we aim to establish a leading position in our industry.

IMPROVING CUSTOMER EXPERIENCE

To improve customer experience, we are upgrading system infrastructures across our domestic and international operations and enhancing our digital channels. With a data-driven analytical approach, we are taking bold steps toward the future. By analyzing data faster and more effectively, we continuously improve our service quality.

IMPROVING EMPLOYEE EXPERIENCE AND AND INDUSTRY 4.0

By leveraging the power of technology and data, we prioritize employee experience, allowing our workforce to focus on more strategic tasks. In this regard, we are taking important steps to enhance efficiency and productivity. In line with our goal of fully implementing Industry 4.0 opportunities, we have launched projects that integrate production line digitalization, system integration, robotic process automation, and business intelligence solutions. These projects are making our processes faster, more efficient, and smarter. By taking advanced steps toward digitalizing and integrating production lines, we are achieving significant improvements in our operational workflows.

DIGITALIZATION IN HUMAN RESOURCES, CULTURE, AND GOVERNANCE

To increase awareness and enhance digital competencies in Human Resources, Culture, and Governance, we organize "Dijital-iz" meetings and forums. These events support the integration of agile transformation into our business processes and accelerate employees' adaptation to digitalization. Active participation of our employees in the digital transformation journey strengthens our overall digital capabilities and enables us to develop innovative solutions.

By integrating Artificial Intelligence into our business processes, we are launching **Medical and R&D for Data Science pilot projects**. This allows us to make more informed and strategic decisions, further enhancing our competitive advantage.

IQVIA:

To optimize our customer relationship management (CRM) and digital marketing efforts, we conducted exploratory studies aimed at enhancing customer engagement and business performance while maintaining high security standards and regulatory compliance. Leveraging data consolidation, machine learning, and AI-powered multi-channel communication, we successfully implemented software solutions with mobile accessibility capabilities. Additionally, these solutions incorporated marketing automation, targeted campaigns, social media management, and content performance tracking, enabling us to complete the discovery phase successfully. In the first quarter of 2024,

we will roll out these software and process adaptations, providing real-time insights to enhance customer satisfaction.

RUBIQON:

Our ERP transformation journey began in 2007 with one of the first SAP R3 projects in the Turkish pharmaceutical sector. Now, we continue this journey with the rubIQon Digital Transformation Project. This project is aimed at simplifying and optimizing processes to increase operational efficiency. By leveraging real-time data analytics and AI-driven insights, we seek to enable faster and more informed decision-making with a flexible and scalable infrastructure. We have completed platform selection

accordingly. We plan to launch the rubIQon Digital Transformation Project in the first quarter of 2024, marking the first SAP S/4HANA RISE transformation in the Turkish pharmaceutical industry to maximize our competitive advantage.

ROBOTIC PROCESS:

We continue to digitize routine and repetitive tasks, particularly in our Accounting and Regulatory Affairs departments. Currently, two digital robots operate 24/7 across 47 digitized processes, running more than 4,500 process cycles and executing over 230,000 automated transactions, significantly reducing manual workload. This has enabled us to allocate resources to more strategic and value-added tasks while minimizing errors and enhancing efficiency. Recognizing Robotic Process Automation (RPA) as a key component of digital transformation, we are committed to expanding its implementation across more processes.

In 2023, as part of our digitalization strategy, we conducted exploratory studies for our **IQVIA and SAP S/4HANA RISE projects** and successfully tested robotic optimization solutions in pilot projects.



Supply Chain Reliability

SUSTAINABLE SUPPLY CHAIN IN THE PHARMACEUTICAL INDUSTRY: A NECESSITY FOR THE FUTURE

We believe that establishing a sustainable supply chain not only enables companies to fulfill their environmental and social responsibilities but also ensures long-term growth and sustainable success.

One of the biggest challenges in creating a sustainable supply chain in the pharmaceutical sector is the **complexity of global supply networks**. Raw materials used in pharmaceutical production are often sourced from different countries, and manufacturing processes may take place across multiple locations. This complexity makes it difficult to monitor and manage the environmental and social impacts of the supply chain. For example, the carbon footprint resulting from the transportation of raw materials and the impact on local communities can complicate the implementation of sustainability strategies.

At Nobel İlaç, we are actively working on alternative sourcing initiatives. Each year, we complete at least six projects aimed at **localizing** raw materials and packaging that can be sourced domestically. Additionally, we strive to identify alternative suppliers in various geographical regions for imported materials. This way, in the event of an emergency (such as a pandemic, war, natural disaster, etc.), we ensure the sustainability of drug access and supply by having our alternative sources ready.

Another significant challenge is **regulations**. The pharmaceutical industry is subject to strict regulations to ensure the safety and efficacy of its products. These regulations can introduce additional costs and time constraints when integrating sustainability practices. The sector must comply with varying regulations at both national and international levels, which can further complicate the development and implementation of sustainability strategies.

· In this context, achieving sustainability goals in the pharmaceutical sector requires collaboration and innovative solutions across the supply chain. Overcoming these challenges is a critical step toward ensuring long-term success and sustainability, while fulfilling both environmental and social responsibilities.

Another challenge faced in the pharmaceutical sector is making medicines more accessible to those in need. Fluctuations in demand, production disruptions, logistical issues, and regulatory constraints can prevent medicines from reaching their destination in a timely and safe manner.

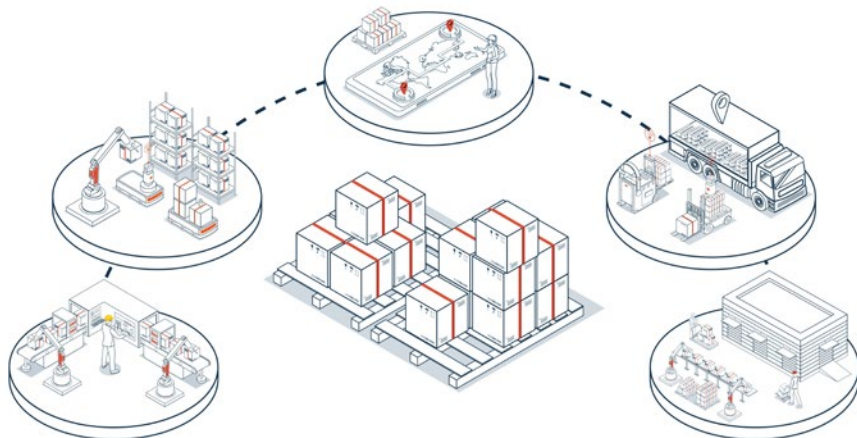
Disruptions in the supply of medicines, especially those vital for the treatment of acute and chronic diseases, can adversely affect patients' treatment processes. Therefore, overcoming these challenges through effective supply chain management and continuous monitoring systems is crucial for the continuity of healthcare services.

· At Nobel İlaç, we are committed to ensuring the **accessibility of locally produced** medicines for patients. As part of our efforts in 2023, we reduced our stock-out rate, which was 1.30% in 2022, by 28% to 0.94%. Furthermore, we minimized our supply chain-related losses to an impressively low level of 0.3%, highlighting our commitment to local production and the accessibility of medicines. Amid supply chain disruptions and economic challenges since the pandemic, we have continued to put great effort into ensuring that locally produced medicines reach patients. In 2022, we delivered 103 million medicine packages to our patients, and in 2023, this figure increased by 20% to 124 million packages. 43% of our total sales are made to international markets.

ABOUT OUR SUSTAINABILITY JOURNEY

On our sustainability journey, we continue to take steps not only to reduce environmental impacts but also to ensure the sustainability of our workforce and increase access to medicines. By integrating sustainability practices into the pharmaceutical industry, we are taking significant steps toward protecting the health and well-being of both current and future generations.

Key Sustainable Supply Chain Practices at Nobel İlaç:



WE USE DATA AND ANALYTICAL SOLUTIONS

Continuous measurement and monitoring of sustainability performance play a crucial role in identifying opportunities for improvement and achieving goals. The use of data analytics and technology ensures that supply chain processes are more transparent and efficient, thereby minimizing environmental and economic impacts.

WE AIM TO REDUCE OUR CARBON FOOTPRINT

By optimizing orders for raw materials and packaging, and increasing transport efficiency for the products we ship, we are working to reduce costs and our carbon footprint. Starting in 2024, we will begin working with our top five suppliers and three logistics providers to reduce carbon emissions. In 2023, by increasing our truck load rates, we saved the equivalent of 2.2 truck trips covering an average distance of 8,000 km. Additionally, we avoided potential costs by not carrying out 12 airfreight shipments. Through these initial efforts, we aim to increase shipment efficiency and reduce our environmental impact.

WE PRIORITIZE SUPPLIER AUDITS AND COLLABORATION

Regular audits and the development of collaboration are crucial for ensuring that suppliers comply with sustainability standards. Transparency and ethical values at every stage of the supply chain secure the success of sustainability strategies. At Nobel İlaç, we have initiated processes to categorize our suppliers and measure and audit their sustainability efforts. We have completed our survey preparations, and each year, we will progressively increase the scope to evaluate all suppliers and directly involve them in Nobel İlaç's sustainability initiatives. 2023 was a year planned for this phase.



**TRUCK
LOAD RATE**

2022
94,83%

2023
95,23%



**AIRFREIGHT SHIPMENT
(COST)**

2022
5,29%

2023
4,01%

**WE VALUE OUR
SOCIETY AND EMPLOYEES**



Employee Development and Workforce Continuity

We believe that our employees, who are among the biggest supporters of our 70 years of sustainability, are an inseparable part of our success. We aim for our employees to build their careers with us, and we believe in the importance of supporting them professionally to enhance their loyalty and satisfaction.

EMPLOYEE ENGAGEMENT AND SATISFACTION

Our employees' commitment to Nobel İlaç and their satisfaction with the work environment are among our top priorities. We raised our commitment score from 3.54 in 2022 to 3.83 in 2023.

Quality, positive, and constructive communication with our employees is at the core of our human resources approach. We shape our work environment through feedback gathered from our employees using various methods.

These Focus groups have helped us identify both the areas for improvement and the areas where our employees are satisfied, guiding us in planning future actions. As a result of the focus groups, we realized that we need to focus on three main areas:

1. Opportunities for career progression and development
2. Improvement of our work processes and quality of work
3. Development of a culture of recognition within the company

Through motivation events organized at different times of the year, all of our employees come together to relieve the stress of the past working period and celebrate our achievements. These events include New Year parties, summer greetings, and farewell parties, children's day events, and family day picnics.

We encourage open communication through our "Open Door" meetings, where employees feel comfortable expressing themselves. Regular meetings and feedback sessions help us understand their workplace experience and focus on making necessary improvements.

IN 2023, WE CONDUCTED A TOTAL OF 31 FOCUS GROUPS. THESE GROUPS INCLUDED:

Blue-Collar

Medical
Representative

Regional
Promotion
Manager /
Regional Sales
Manager

Managers

White-Collar

TALENT AND PERFORMANCE MANAGEMENT

We are embracing a culture of diversity and inclusivity to explore new perspectives. We offer equal opportunities in the workplace and human resources processes to all our employees, regardless of gender. During the recruitment process, we assess candidates based on their abilities and experiences, rather than gender, age, religion, race, or disability status.

At Nobel İlaç, we adopt a management approach that fosters close relationships with young talents and supports two-way learning. In this context, we provide new opportunities to candidates through our “N-Future” graduate recruitment program and our “Career Prescription” internship program.



PERCENTAGE OF
FEMALE EMPLOYEES 40,7%



PERCENTAGE OF
FEMALE MANAGERS 36,9%



PERCENTAGE OF FEMALE
EMPLOYEES IN R&D⁴ 60,3%



PERCENTAGE OF
FEMALE 26,7%

⁴ Percentage of female R&D employees

The employment of young talents lies at the heart of Nobel İlaç's growth and development strategies. Through our “Career Prescription” internship program, we prepare passionate, innovative, and impactful young talents who will contribute to the future. Through this program, young talents gain valuable experiences at Nobel İlaç and make a strong start to their professional careers. The two-way learning model of the program provides mutual benefits for both the

company and the candidates, offering an interactive learning process. This model gives us many advantages, including an increased pool of young talents, a strengthened corporate culture, and long-term commitment. As a result, the two-way learning model we implement in recruiting young talents enhances the company's innovation capacity, as well as significantly improving employee satisfaction and engagement.

In 2023, we met 19 interns through the “**Career Prescription**” internship program; under the **N-Future** graduate recruitment program, we provided employment opportunities to 130 recent graduates.

YEAR	NUMBER OF INTERNS	LOCATION	NUMBER OF NEW GRADUATES HIRED
2021	22	ÇERKEZKÖY	6
2022	254	DÜZCE	46
2023	19	MERKEZ	31
		SAHA	47
		GEBZE	0
		TOTAL	130



40,7%

Percentage of female employees

60,3%

Percentage of female employees In R&D

130

Number of new graduates hired through our N-Future program

35,8 hours

Training provided per employee in 2023



Emre VURAL

Human Resources Director

As a Human Resources function, sustainability means ensuring the continuous development and well-being of our employees. We organize ongoing training and development programs to increase employee engagement and enhance their skills. Additionally, by increasing the diversity and inclusivity of our workforce, we aim to create a more sustainable and innovative organization. Through these initiatives, we take actions to make our human resources and knowledge base sustainable.

As part of employee development, we organize professional and technical development training, leadership training, mentoring and coaching programs, competency development training, and orientation programs.

Under the “First Step Development Program”, we support the development of our employees in specialist and assistant specialist roles. Over the course of one year, participants attend trainings on topics such as “Self-awareness and Management”, “Personal Branding”, “Presentation Techniques”, “Critical Thinking Techniques”, “Digital Competence Seminars”, “Financial Literacy, Influence, and Persuasion”..

With **NobeLead**, which we have developed for our managers, and our **NobeLearn** training practices, where we provide professional, personal, and competency development training to our employees, we support learning and development anytime and anywhere.

Through NobeLearn, we highlight trainings aimed at developing Nobel Competencies such as embracing change, making effective decisions, being results-oriented, enhancing collaboration, and developing talents. With NobeLead, we focus on

change management and aim to highlight our managers' feedback and coaching leadership competencies.

- On the NobeLearn digital training platform, there are 754 courses, including Occupational Health and Safety (OHS) and Medical training.
- Approximately 98.7% of our white-collar employees use this platform.
- In 2023, we provided an average of **35.8 hours** of training per employee, including mandatory and legal training.



- With the “Competency Development Training Program”, which we designed considering the competencies integrated into our performance evaluation processes at Nobel İlaç, we support the development of Nobel employees. All of our employees are included in the performance evaluation system.
- As part of the orientation program, starting from April 2023, all newly hired employees participate in a 2-day program, which includes a 1-day factory tour.
- Starting in 2024, we will offer an e-orientation module, specially designed for Nobel, through our online training platform NobeLearn. This module will introduce all departments and explain our organizational structure to all new employees.
- Based on individual assessments, we provide coaching support to employees when needed. Since 2022, 11 of our employees have benefited from coaching services.
- Additionally, at the time this report was written, we also launched our mentorship program.

PROFESSIONAL AND TECHNICAL DEVELOPMENT TRAININGS

- MS Office Training
- Project Management Training
- Critical Thinking Techniques Training
- Training the Trainer

LEADERSHIP TRAININGS

- Ulkar Leadership and Development Program: For those managing teams and those starting to manage teams
- First Step Development Program: For managers promoted in 2024 and inexperienced or less experienced employees (maximum 5 years of experience) identified as potential candidates for talent management
- Nobelead: For managers and directors

COMPETENCY DEVELOPMENT TRAININGS

- Employees who score 3 or lower in the competency assessment are provided with support

EMERGENCY SUSTAINABILITY MEETINGS

We value our employees' commitment to our Sustainability Plan and their efforts towards achieving our goals. In this regard, we set our starting point as providing a comprehensive explanation of our Sustainability Plan to our employees.

On June 5th, World Environment Day, we initiated the Emergency Sustainability Meetings with a promotional meeting held at our head centers, which was broadcast live to all of our locations. During this meeting, Nobel İlaç's sustainability vision and goals were shared, and the Nobel Sustainability Culture, created by the Nobel Sustainability Team, was presented to the employees. The meeting included an opening speech by our Board Member Numan Balki and a panel session. Various speakers gave inspiring talks about the concept of sustainability, the climate crisis, and sustainability processes.

The second Emergency Sustainability Meeting was held on September 20th with our factory and R&D employees in Düzce. The meeting, attended by our General Manager Oğuz Akandil, focused on discussing the sustainability vision and goals.



With our meetings where Nobel İlaç's sustainability vision and goals are shared, we aim to create and spread the **Nobel Sustainability Culture** among our employees.

Workplace Safety & Well-being

Our Occupational Health and Safety (OHS) management strategy is to fulfill our responsibilities within business processes to ensure a healthy and safe working environment. From APIs to product delivery, we aim to create healthy and safe workspaces for our employees and business partners by prioritizing health and safety standards. We continue our OHS activities in full compliance with legal regulations.



In line with our principle of maintaining OHS standards, we aim to:

- Become an organization with a zero-accident rate.
- Ensure workplace conditions that protect the well-being of our employees.
- Create, spread, and sustain a safety culture within our company.
- Work on digitalization within OHS processes.

To instill the OHS culture in all our colleagues and encourage their active participation in risk management, we regularly organize up-to-date OHS training sessions.

We prioritize preventing accidents and losses, and in collaboration with all our employees, we work to eliminate risks such as illness, injury, process risks, machine hazards, fire hazards, etc., that threaten life and property safety. We regularly share workplace incidents to inform and raise awareness among all our employees.

2023	ULKAR KİMYA	DÜZCE FACTORY	DÜZCE R&D	HEAD CENTER. & FIELD	GEBZE
Accident Frequency Rate (TRIR)*	0,59	1,89	3,75	0,29	6,75
Lost Time Injury Rate (LTIR)**	0,59	1,01	2,81	0,14	2,70
Near Miss Incidents	3	72	39	3	3
Occupational Diseases	0	0	0	0	0
Fatal Accidents	0	0	0	0	0
Total OHS Training Hours	3442	7568	1904	13.530	1794
OHS Training Hours per Person	23,10	8,43	17,79	11,12	24,24

* Total Recordable Incident Rate (TRIR): (Total number of work accidents x 200,000) / (Total workdays x Daily working hours)

** Lost Time Injury Rate (LTIR): (Total lost-time work accidents x 200,000) / (Total workdays x Daily working hours)

ÇERKEZKÖY-ULKAR KİMYA

At Ulkar Kimya, we take a reference from both national regulations and international industry practices in occupational health and safety (OHS). We carry out our OHS activities by consulting professional OHS firms.

Our experienced risk team meticulously identifies OHS risks and implements an effective risk management process with the goals and programs we set.

Since 2023, Ulkar Kimya, which is evaluated as a lower-level organization according to the Major Industrial Accident Risk Reduction (BEKRA) regulation, has started the process of creating a Safety Management System to fully comply with the regulation.



DÜZCE FABRİKA

At the Düzce facility, our OHS processes include factory, R&D, and construction workers; the management of OHS processes is handled by three Occupational Safety Experts from the “Environment and OHS Team Management” department, a full-time workplace doctor, and a health worker from the “HR Operations and Shared Services Center.”

We focus on digitalization in our OHS processes to ensure continuous improvement. We use digital platforms for training, employee feedback, documentation, and tracking legal processes, ensuring a transparent, traceable, and participatory management process.

In 2023, we held regular Occupational Health and Safety Board meetings for the units at the Düzce facility to review our general performance. After the meetings, we created a CAPA (Corrective and Preventive Action) Plan and performed systematic follow-ups on the decisions taken.

We have implemented our digitization project to streamline and make the unsafe condition and unsafe behavior reporting processes more accessible. Under the Occupational Health and Safety (OHS) Feedback System, we created an OHS QR Code and posted it in all departments. This allows for the submission of Behavior Tracking System - Continuous Feedback System (DTS-SCS) forms and near-miss reports via QR code, eliminating the need for paper usage in these processes.

Additionally, we have digitized the competency/qualification checks applied as part of our facility acceptance procedures for visitors and temporary workers coming to our facility, eliminating the need for paper usage in this process.

The necessary actions have been taken in accordance with the ISO 45001 Occupational Health and Safety Management System throughout the factory.

ÜMRANIYE HEAD CENTER & FIELD OPERATIONS

At our workplace and during field operations, we adopted a proactive risk management approach and implemented our Occupational Health and Safety (OHS) Action Plan for 2023.

Throughout the year, we conducted team assignments, competency training, and emergency drills to ensure preparedness for emergencies. Based on the drills, we identified shortcomings and gained insights, which were addressed through action plans for follow-up.

We conducted detailed root-cause analyses for workplace accidents and near-miss events in 2023, and developed corrective and preventive action plans to avoid recurrence.

We held OHS Board meetings to review our overall performance and identified the OHS risks in our workplace. We took actions to eliminate these risks or reduce them to acceptable levels.

To maintain an ongoing OHS culture and ensure full compliance with legal requirements, we organized training sessions for all employees regarding job-specific risks and responsibilities during onboarding, periodically, and when necessary. These trainings were delivered through face-to-face classroom sessions and via our digital learning platform, NobeLearn.

To maintain a healthy working environment, we conducted regular health checks and monitoring for employees. On-site inspections, hygiene measurements, and first aid competency training for emergency situations were carried out, ensuring continuous health and safety in the workplace.

We conducted detailed root-cause analyses for workplace accidents and near-miss events in 2023, and developed corrective and preventive action plans to avoid recurrence.

GEBZE BIOTECHNOLOGY

We carry out OHS activities in compliance with legal regulations through the services of Occupational Safety Experts and Workplace Doctors via Joint Health and Safety Units.

We evaluate our OHS performance and the actions taken through our bi-monthly OHS Board Meetings. To enhance employee awareness and increase understanding, we regularly organize Occupational Health and Safety training. We also conduct regular safety inspections and risk assessments to prevent work-related accidents and occupational diseases.

We ensure that our workspaces are organized in accordance with ergonomic and occupational health standards.



72 Personnel

The number of personnel working in the development of biopharmaceuticals

2x1.000L

Bioreactor capacity of the facility

15 Units

Annual batch production capacity of pharmaceutical products



Abdullah USLU

Director of Gebze R&D and Biotechnology

While conventional medicines are typically produced through a process known as chemical synthesis, the production of biotechnological products involves the use of living systems, organisms, or their derivatives. The foundation of biopharmaceutical production is cell-based manufacturing. These cells, composed of a master cell bank and working cell bank, enable the production of specific proteins. The drug manufacturing process includes steps such as cell propagation, separation, and purification. Setting up a facility for biotechnological drug production requires significant investment, as it involves high infrastructure costs and cutting-edge equipment. Nobel's Biotechnological Drug Manufacturing Facility is an advanced facility equipped with the latest technology and infrastructure capable of producing biopharmaceuticals. Since biotechnological drug production relies on the use of living cells, biological treatment is necessary to prevent any contamination of the environment. Our facility is equipped with a biological treatment system that completely inactivates the residual microorganisms after production.

Social Benefit

Since the day we were founded, we have operated with sensitivity toward the community, environment, and ecosystem we are part of.

We support the values we aim to create in the areas of environmental, social, and governance through projects that contribute to the advancement of health, science, art, and society.

VALUE FOR THE
DEVELOPMENT
OF HEALTH,
SCIENCE, ARTS,
AND SOCIETY

ACCESS TO INFORMATION

Nobel Medicus

We continue to introduce Nobel Medicus to the medical community, featuring high-level clinical and experimental studies across all medical fields, reviews presenting the latest research findings, case presentations involving rare conditions, and scientific articles.

Prepared and published in compliance with the principles of the International Committee of Medical Journal Editors (ICMJE), the World Association of Medical Editors (WAME),

the Committee on Publication Ethics (COPE), and the “The Principles of Transparency and Best Practice in Scholarly Publishing” the content can be used with proper reference and citation to the journal.

In 2023, issues 55, 56, and 57 of Nobel Medicus were published, containing 27 scientific articles. Approximately 5,000 copies of the journal were distributed to healthcare professionals from various fields, including physicians, dentists, pharmacists, and nurses. All issues of the journal are accessible through the website www.nobelmedicus.com.



Nobelyum: A Sustainable Platform for Healthcare Professionals

Led by Nobel İlaç's Digital Marketing Team, Nobelyum continues to evolve as a multi-stakeholder, multi-channel project dedicated to healthcare professionals. The platform aims to provide a seamless and sustainable scientific service experience for healthcare professionals.

Active for two and a half years, Nobelyum has been enriched with up-to-date health information, healthy living guides, and valuable content prepared by our medical directors. Nobel İlaç's scientific journal, Nobel Medicus, is also an essential part of the platform, hosting national and international studies.



Since 2023, Nobelyum has increased its membership by 80%, surpassing 12,000 members. It features 214 written and 52 video content pieces.

Unique user numbers grew by 421%, and the average time spent on the platform increased by 294%. Mobile usage reached 78%, highlighting the platform's user-friendly nature. The platform's content has been further enriched with resources such as "Eczacı'dan Al Haberi" ("News from the Pharmacist") and Vademecum Online. Growth has also been achieved through digital marketing training and optimizations in Google ads.

SUPPORT FOR EDUCATION

Support for the First Chance Program

The First Chance Program offers recent graduates, particularly from less well-known state universities, a 12-month full-time, paid work experience at some of Türkiye's leading non-governmental organizations.

Participants also receive more than 250 hours of training and development through the First Chance Academy. The program boasts a 100% employment rate for interns after completion. By supporting this program, we have created employment opportunities for young people.

Düzce Sabiha Ulusoy Library

As an institution that believes in the importance of knowledge and science for the sustainable development of society, we launched a library project in Düzce to contribute to the education of future generations. The library is named after the mother of our Board Chairman, Hasan Ulusoy, Sabiha Ulusoy. The library houses 1,000 books and provides a study space for more than 90,000 students annually.



27

The number of scientific articles featured in Nobel Medicus in 2023

%80 Increase

The increase in the number of Nobelyum members in 2023

90.000

The number of students benefiting from the Düzce Sabiha Ulusoy Library annually



Ayşe ERKAN

Marketing Manager

Sustainability is not only a strategic goal for Nobel ilaç, but also an integral part of the way we do business. In our marketing activities, our understanding of sustainability involves fulfilling our environmental and social responsibilities while creating value for our customers. In this regard, we continue to add value to both our business and our planet through innovative projects and conscious strategies.

AWARENESS CAMPAIGNS

Community Mental Health Center Workshop

Community Mental Health Centers (TRSM) are institutions that provide rehabilitation services alongside medication treatment for psychiatric patients, aiming to help them actively participate in life. Skill training sessions are held in these centers to help patients develop their skills and ultimately acquire a profession.

At Nobel İlaç, our mission in the field of psychiatry is not only to provide benefits through our products

but also to raise awareness to help patients lead balanced lives. Most importantly, we aim to prevent society from having prejudiced attitudes toward psychiatric patients. In this regard, we partnered with the Mental Health and Volunteers Education Association to organize a keychain-making workshop at TRSMs across Türkiye. In 2023, we worked with six TRSMs located in Küçükçekmece, Pamukkale, Yenimahalle, Kütahya, Eskişehir, and Adana Sarıçam. Through our field team, we presented 2,000 keychains made during the workshop to psychiatrists.

These efforts will continue to enhance patients' social participation and raise awareness about mental health in society.



Our mission in **psychiatry** is not only to benefit patients through our products but also to raise awareness to help them lead balanced lives.

SUPPORT FOR THE ARTS

IKSV – Istanbul Music Festival Performance Sponsorship

Since 2018, we have been the performance sponsor of the Istanbul Music Festival, organized by the Istanbul Foundation for Culture and Arts (IKSV).

51. As part of the 51st Istanbul Music Festival, we sponsored the Fire Bird A La Jazz concert, a new project created by pianist Omar Klein and percussionist Alexej Gerassimez, inspired by the legendary composer Igor Stravinsky's The Firebird.



PARTICIPATION IN DIVERSITY PROGRAMS

Women Leaders Shaping Health Development Program

Since 2022, we have supported the “Women Leaders Shaping Health” development program, aimed at equipping women working in the healthcare industry with the leadership skills needed for today's world. The program focuses on building awareness of corporate sustainability, governance, and a visionary perspective. Female leaders in the healthcare industry who join the program have the opportunity to strengthen their leadership identities and build new networks through workshops.



SOCIAL SUPPORT

Heartwarming International Project

As an international pharmaceutical company, we also implement social responsibility projects in the regions where we operate.

In a project conducted with our teams in Uzbekistan, Kyrgyzstan, Albania, Georgia, Tajikistan, and Belarus, we gifted hand-knitted hats and scarves made by women to orphaned children and the elderly. Through this project, we not only created an income opportunity for women but also reached children and the elderly with heartwarming gifts.



FEBRUARY 6 EARTHQUAKES



We are Healing the Wounds Together

Following the February 6 earthquakes, in coordination with the Ministry of Health and AFAD (Disaster and Emergency Management Presidency), we swiftly procured and delivered the necessary supplies listed for citizens affected by the earthquakes in the impacted provinces.

**WE VALUE ENVIRONMENTAL
PROTECTION**



Circular Economy

Circular economy is based on the efficient use of resources, minimizing waste, and reusing materials and resources, in contrast to the traditional “take, use, dispose” model. This approach aims to reduce waste and pollution by using resources efficiently and to extend the life of products and materials for as long as possible.

At Nobel İlaç, we are working to integrate circular economy principles into our processes, creating economic

value while reducing our environmental footprint. We are committed to working relentlessly to leave a cleaner and more livable world for future generations.

We recognize our environmental and social responsibilities at every stage, from procurement to market delivery, and we closely monitor the applications and partnerships that optimize our business processes to fulfill these duties.



ENERGY MANAGEMENT

To achieve our 2030 goals under the title “Energy Efficiency and Carbon Footprint Reduction”, we have formed a project team with representatives from relevant departments across all our facilities. Together, we are defining our roadmap to reduce carbon emissions and increase energy efficiency at our manufacturing facilities.

Our short-term goals include increasing the number of energy monitoring points, completing 75% of the ongoing LED transition process,

finalizing the installation of ISO 50001 Energy Management Systems (EnMS) at all locations, optimizing heating and cooling systems through automation, and reducing leakage in heating/cooling and air duct systems through continuous monitoring.

We are aware of the importance of decarbonization and moving toward net-zero emissions in the fight against the climate crisis, and we measure our carbon emissions with the principle of “you can’t manage what you don’t measure”:

We continue to work with determination
to leave a cleaner and more livable
world for future generations.

Carbon Emission Values (tCO2e)	Düzce	Çerkezköy	Gebze	Head Center & Regional Offices	Shared Field Data	Total
2023	18.726,34	3.916,29	1.575,86	2.993,38	8.480,85	35.692,71
2022	16.521,36	3.415,94	2.364,93	2.747,09	6.649,94	31.699,26

ÇERKEZKÖY-ULKAR KİMYA

API üretimlerinde, teknik ve üretim ekiplerinin çalışmaları sonucunda süreç optimizasyonları gerçekleştirdik. In API production, through the efforts of the technical and production teams, we implemented process optimizations. These efforts include increasing batch size, performing certain production steps at lower temperatures within limits, making production continuous through equipment integration, modernizing the evaporation system for solvent recovery, and reactor modernization. Through the projects implemented, we prevented a total of 196 tCO₂e emissions.

- With the “Batch size increase project”, we updated our production processes to achieve the optimum production quantity that can be completed in one go, in order to meet the required demand in a shorter time and use

resources efficiently. As a result of this project, we reduced our annual natural gas consumption by 20,000 Sm³, electricity consumption by 3,600 kWh, water consumption by 450 m³, and labor hours by 3.000 hours.

- We optimized some of our processes to operate at lower temperatures. After optimization, we reduced the use of “excess API”⁵ by 9% annually (250 kg per year) and increased our production speed by 11%. We saved 12,000 Sm³ of natural gas, 2,520 kWh of electricity, and 250 labor hours annually.
- Thanks to the modernization of the evaporation system, we achieved the recovery of an additional 11,000 kg of solvent annually. This led to an energy saving of 11,200 Sm³ of natural gas and 1,600 kWh of electricity annually.

- To increase the order return speed in contract manufacturing, we modified another reactor to meet the required parameters of the process. With the reactor

modernization, we achieved the capability of performing two parallel batch productions. As a result, we reduced energy consumption by 7,200 kWh and 50,400 Sm³ annually.



⁵ Excess (API, Raw Material): During production, raw material losses occur due to process and equipment-related factors. To ensure that the drug complies with its unit formula, production is carried out using “excess” raw materials.

- With the equipment integrated into our processes, the production speed of certain products increased by 5%. This resulted in a saving of 500 labor hours and 300 kWh of electricity annually.

At our Çerkezköy facility, despite the annual energy consumption being below 1,000 TOE and under the mandatory limit, we conducted an energy audit to improve efficiency and detect energy leaks. As a result of these efforts, we prevented 83 tCO₂e emissions through 4 projects. These projects include:

- **Conversion to high energy-efficient compressors:** As part of our energy-saving initiatives, we commissioned an inverter-based high-efficiency compressed air compressor. In 2023, this saved 156,098 kWh of electricity.
- **Transition to LED fixtures:** Under the lighting transformation project for the entire factory, we replaced conventional fixtures with LED lights. This resulted in an

electricity saving of 11,128 kWh in 2023. LED technology allows for the same level of illumination with much lower energy consumption.

- **Steam line insulation:** As part of the insulation works for the steam, +5, and -20 lines throughout the factory, we achieved an electricity saving of 2,642 kWh in 2023.
- **Compressed air line revision:** Under the efforts to prevent compressed air leaks throughout the factory, we saved 4,187 kWh of electricity in 2023.

In 2023, we installed **energy analyzers** on our factory site equipment and established an energy monitoring system.



Operational Excellence Projects:

In 2023, we set up an energy monitoring system by installing energy analyzers on the equipment at our factory site to detect energy consumption by departments. We transferred our infrastructure systems to the SCADA system and now can monitor previously manually controlled points via software. This allows us to identify equipment drawing excessive energy and check for any potential issues.

We replaced our current periodic maintenance records, which were managed through printed documents, and the job request system running on the Saturn system with limited reporting capabilities, by implementing the **SAP PM** module. With this system, both periodic maintenance and job requests, as well as unplanned notifications, are automatically assigned to our maintenance team via SAP. Maintenance activities are now recorded in a qualified digital system with backups.

DÜZCE FACTORY

Based on the energy audit conducted in 2022, we identified projects to implement and prevented 150 tCO₂e emissions in our infrastructure systems.

Key projects include;

- Switching to LED luminaires
- Conversion of steam line equipment to more efficient units
- Optimization of heating/cooling systems in office areas

In 2022, we achieved the ISO 50001:2018 EnMS certification and successfully renewed it in 2023 without any findings.

Additionally, by optimizing the machines in the chassis filling lines, we increased production speed, which allowed us to reduce working hours, saving 32,736 kWh and preventing 15 tCO₂e emissions.

GEBZE BIOTECHNOLOGY

During checks in 2023, we identified that the blowing and suction values in the R&D department were much higher than the required values. As a result, we controlled the blow and suction rates, adjusting them to lower flow rates without disturbing the room conditions. This reduction decreased **the fan capacity within the AHUs (Air Handling Units)**. Additionally, we reduced the heating and cooling values of the air conditioners. Along with this project, we also implemented the following changes:

- Steam line insulation
- Conversion of steam line equipment to more efficient units
- Chiller optimization

In 2023, we carried out an energy audit in the Gebze facility and implemented the 4 projects listed above, preventing 21 tCO₂e emissions.



A close-up photograph of a vibrant green leaf, showing its intricate vein structure. Several clear water droplets are scattered across the leaf's surface, reflecting light and adding a fresh, natural feel to the background.

40%

Increase in the use
of recyclable paper

95%

Reduction in the promotion
of plastic bags recorded in 2023.

6.743

 Trees

Prevented from being cut down
thanks to Zero Waste System.

424.841

 kg

Total material transferred to the
Zero Waste System.



Ilgım ÇETİN MOROVA

Marketing Manager

As marketing teams, we have critical responsibilities in the field of sustainability. Particularly, by demonstrating our environmentally conscious approach, we have developed our field and marketing activities. At the same time, we have strengthened these activities through the processes and projects that we have digitalized. Throughout every stage of our marketing strategies, we continue to implement our plans for more sustainable practices, more accurate use of energy efficiency, and the development of innovative solutions, always considering the environmental impact.

MATERIAL EFFICIENCY AND WASTE MANAGEMENT

In line with our 2030 “Responsible Production and Consumption” goals, we have established a material efficiency team. The team has started working on optimizing consumption of consumables and reducing waste rates. In this context, we have identified a total of 5 projects. By successfully completing these projects, we aim to achieve significant improvements in areas such as reducing the use of packaging material, minimizing additional material requests⁶, and reducing the quantity and size of consumables.

Our material efficiency team conducted field tours to identify frequently used consumables and determine their usage amounts. After these tours, the consumables used in the areas were categorized into three categories: recyclable, disposal, and treatment. Since the consumables used in each area may vary, this study

was carried out meticulously in all areas. Our team started project work to reduce the usage amounts of recyclable and waste materials. These projects include size reduction and consumption reduction of consumables.

In addition to these projects, we began value stream mapping for products. The value stream mapping efforts aim to enhance operational efficiency and support sustainability by carefully measuring and analyzing the waste and extra materials used throughout the process. With these efforts, we plan to optimize raw material consumption by detecting material waste.

In 2023, with the packaging material optimization project implemented at our Düzce facility, we achieved a 3% saving on packaging materials that were unnecessarily used during the machine adjustment process.



By reducing the size of labels used in packaging, we cut label costs by 30%, thereby using fewer label materials and avoiding additional costs.

Furthermore, we are continuing with the risk analysis process for 3 projects planned for 2024, which will reduce our environmental impact and provide cost savings.

We are also updating the content of our promotional materials to align with our sustainability journey. In 2023, we increased our use of recyclable paper by 40% compared to the previous year, and we reduced our nylon bag promotions by 95%. Instead of nylon bags, we preferred recyclable bags and raw cloth bags as promotional items. Additionally, we aimed to reduce single-use plastic by increasing our thermos and cup promotions by 5.22 times, encouraging the use of reusable products.

⁶ Additional Material Requests refer to the process of requesting and using materials from the warehouse beyond the planned quantity for production.

At our Çerkezköy facility, we extended the lifespan of the transfer hoses used in one of the machines by changing their materials, resulting in a savings of €10,000. We continue to conduct market research to replace frequently malfunctioning materials with long-lasting alternatives.

Our Düzce Manufacturing Facility, Düzce R&D Center, Gebze Biotechnology Center, Ulkar Kimya Manufacturing of Active Pharmaceutical Ingredients Facility, and Head Office building hold the Zero Waste Certificate.

We are continuing
our efforts to
replace frequently
malfunctioning
**materials with
long-lasting ones.**

In 2023, a total of 424,841 kg of Cardboard, Plastic, Glass, and Metal waste was transferred to the Zero Waste system from all of our facilities in Türkiye. The environmental impact and benefits of this are as follows:

- 6,743 trees have been saved from being cut down,
- 1,046 m³ of landfill space has been saved,
- 1,788,805 kWh of energy has been saved,
- 56,815 m³ of water has been saved,
- 79,230 kg less greenhouse gases have been emitted,
- 60,605 liters less petroleum has been used.⁷

⁷ The calculations are based on data from sifiratik.gov.tr.



WATER MANAGEMENT

Water is an indispensable resource for our world. It is also a critical resource in our industry, and essential to our operations. Considering our current processes, we view water consumption and management as an area for improvement. We aim to strengthen our risk assessment and mitigation processes in this area, continuing research and efforts to enhance our performance.

In 2023, thanks to the campaign production and batch size increase initiatives at our Çerkezköy facility, we reduced water extraction by approximately 1%, equivalent to 450 m³ from our well compared to 2022.

- Campaign Production involves producing products at optimal dates, reducing cleaning time and the amount of cleaning materials used by consolidating demand over a period..
- Batch Size Increase refers to updating our production processes

and machinery to meet the optimal production quantity in a single batch, enabling faster response to demand while efficiently using resources.

In addition to efforts to reduce water use, we are also working to minimize chemical waste in our production processes and reduce chemical residue in wastewater.

To reduce solvent usage during equipment cleaning in production areas, we created a wash tank and automated the manual cleaning processes:

- In our contract manufacturing, a Kaizen approach in process design increased production speed by 100% and solvent recovery by 22%.

At Çerkezköy facility, we are working on the design of a “fractional distillation column” for the recovery of solvents used in production and cleaning. We anticipate a 60% reduction in annual methanol consumption, significantly lowering the pollution levels in wastewater.

In our Düzce and Çerkezköy manufacturing facilities, we discharge wastewater in compliance with the legal limits. We aim to integrate emerging technologies into our manufacturing facilities to improve the quality of discharge water and explore opportunities for water reuse.

We are currently developing various metric systems and projects to enhance the efficient use of water. As a result, our water reporting methodology may be subject to change in the coming periods.

Our water consumption figures for 2023 and 2022 are presented below:

Water Consumed (m ³)	2022	2023
Düzce	159.825	153.686
Çerkezköy	51.689	47.859
Gebze	6795	10.389
Merkez	3595	4533
Toplam	221.904	216.467



221.711 kWh

Energy savings achieved through efficiency projects at our Düzce and Çerkezköy facilities

1.788.805 kWh

Energy savings from materials transferred to the Zero Waste System

465 tCO₂e

The amount of CO₂ emissions prevented through efficiency projects at our Düzce and Çerkezköy facilities

50%

Targeted reduction in net water consumption by 2030*

*Compared to the 2022 baseline level



Berkant KÖSEOĞLU

Ulkar Kimya General Manager

Water usage is of great importance in pharmaceutical manufacturing, especially for hygiene purposes. As a local active pharmaceutical ingredient manufacturer, we use water in both our processes and the cleaning of manufacturing areas and equipment. In line with sustainability, we are working on reducing our water consumption and transitioning to greener processes. To begin with, we have increased the number of measurement points in areas where water is used in our factory, initiating efforts for digital traceability.

By collecting data here, we analyze our processes from raw material intake to product output, identifying areas for improvement and taking action accordingly. We are also working on projects related to the recovery of gray water (treating wastewater for reuse). Additionally, we provide water consumption training to all our employees, aiming to raise awareness not only in the factory environment but also in their personal lives

CONCLUDING REMARKS ANNEXES

Concluding Remarks

Since our establishment, Nobel İlaç has been working towards making our industry more sustainable in both environmental and social areas.

Through the collaborative efforts with our stakeholders, the programs we have participated in and supported, and the projects we have implemented, we are playing a role in the transformation of our industry. In this report, we have shared the work we carried out during the 2023 reporting period under three main sections:

- We value the growth of our business
- We value our society and employees
- We value environmental protection

We view sustainability as an integral part of our culture and are committed to continuing our efforts to create a sustainable future. With our “Health for All, Access for All” mission, we will continue working towards the 2030 Sustainability Goals published in our report.



Social Indicators

Numbers of Employees By Category			
Years	White-Collar	Blue-Collar	Intern
2021	1178	495	22
2022	3120	938	254
2023	2273	699	19

Numbers of Employees By Gender		
Years	Male	Female
2021	1111	584
2022	2472	1840
2023	1794	1197

Numbers of Employees By Location														
Years	Ankara	Beşiktaş	Çerkezköy Arge	Çerkezköy Factory	Düzce Arge	Düzce Factory	Gebze Martek	Residence	Head Center Ümraniye	NHL Warehouse	Ra Pharmaceuticals Field	Field	Sapanca	Abroad
2021	4		18	70	75	476	98	3	321	2	8	583	5	32
2022	6	5	32	144	164	962	209	7	719	3	7	1256	10	788
2023	4		20	97	105	686	74	3	452	3		1001	5	541

Total Employees Joined By Gender		
Years	Male	Female
2021	182	154
2022	573	463
2023	372	301

Total Employees Left By Gender		
Years	Male	Female
2021	219	134
2022	227	193
2023	233	218

Turnover Rate		
Years	Total Turnover Rate	Voluntary Turnover Rate
2021	18,10%	13,10%
2022	17,86%	11,48%
2023	15,48%	10,75%

Number of Employees with Disabilities	
	Total
Current Number of Employees with Disabilities	71
Number of Employees with Disabilities Hired in 2023	25
Number of Employees with Disabilities Hired in 2022	4
Number of Employees with Disabilities Hired in 2021	3

Parental Leave Usage in 2023			
	Female (Maternity Leave)	Male (Paternity Leave)	Total
Number of employees who took parental leave and returned from leave in 2023	23	56	79
Number of employees who took parental leave and returned from leave in 2022	15	44	59
Number of employees who took parental leave and returned from leave in 2021	15	54	69

Over the past year, we reduced our voluntary turnover rate from 11.48% to 10.25%.

Our Prioritized SDGs



Stakeholder Communication Table

Stakeholder Communication Table		
	Communication Method	Communication Frequency
Ministries	email, website, phone, legal requirements	Continuous communication
Customers (Direct and Indirect)	Meetings, emails, phone, surveys, activities, suggestions, and complaints	Continuous communication
Employees	Meetings, internal communication channels, employee training, surveys, sustainability projects, development meetings	Continuous communication
Audit Authorities	Email, website, phone, legal requirements, meetings	Continuous communication
Executive and Management Boards	Meetings	Biweekly and monthly continuous communication
Suppliers	Email, website, phone, legal requirements, meetings	Continuous communication
Social Security Institution (SGK)	Email, website, phone, legal requirements, meetings	Continuous communication
Customs	Email, website, phone, legal requirements, meetings	Continuous communication
Local Authorities	Email, website, phone, legal requirements, meetings	Continuous communication
Local Community	Email, website, phone, legal requirements, meetings	Continuous communication
NGOs and Associations	Email, website, phone, legal requirements, meetings	Continuous communication
TÜBİTAK (Scientific and Technological Research Council of Türkiye)	Email, website, phone, legal requirements, meetings	Continuous communication
Service Procurements	Email, website, phone, legal requirements, meetings	Continuous communication
Press/Media Outlets	Email, website, phone, legal requirements, meetings	Continuous communication
Universities	Email, website, phone, legal requirements, meetings	Continuous communication
Labor Unions	Email, website, phone, legal requirements, meetings	Continuous communication
Organized Industrial Zones (OSB)	Email, website, phone, legal requirements, meetings	Continuous communication
Agencies	Meetings	Continuous communication

Corporate Memberships



Turkish Pharmaceutical Industry Association (TİSD)



TOBB Pharmaceutical Industry Council



İKMİB - Istanbul Chemicals and Chemical Products Exporters'



Türkiye Exporters Assembly



Ethics & Reputation Society



İMMİB - Istanbul Mineral and Metals Exporters' Association



Swiss Chamber of Commerce in Türkiye

Abbreviations

GRI: Global Reporting Initiative

HPLC: High-Performance Liquid Chromatography

UPLC: Ultra-Performance Liquid Chromatography

GC: Gas Chromatography

GMP: Good Manufacturing Practice

WHO: World Health Organization

EMA: European Medicines Agency

FDA: Food and Drug Administration

TRSM: Community Mental Health Centers

ISG: Occupational Health and Safety

DTS: Behavior Monitoring System

SGS: Continuous Feedback System

SKA: Sustainable Development Goals

GRI Index

Statement of Use	The sustainability report of Nobel İlaç Sanayi ve Ticaret Anonim Şirketi for the period from January 1, 2023, to December 31, 2023, has been prepared following the requirements of the GRI Standards Core reporting option.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Headings and Page
GRI 2: General Explanations 2021	1. Organizational Profile	
	2-1	Company History & Profile & Business Model (10-14)
	2-2	About the Report (4)
	2-3	About the Report (4) Communication (84)
	2-4	There is no revised declaration for the previous period report.
	2-5	The data used in the report has not been externally audited.
	2. Employees and Operations	
	2-6	Company History & Profile & Business Model (10-14)
	2-7	Employee Development and Workforce Continuity (49) Social Indicators (76-77)"
	2-8	Employee Development and Workforce Continuity (49)
	3. Management	
	2-9	Organizational Structure (19)
	2-11	Organizational Structure (19)
	2-12	Sustainability Organization (25-26)
	2-14	Sustainability Organization (25)
	4. Strategy, Policies and Applications	
	2-22	Sustainability Roadmap and 2030 Goals (31)
	2-23	Business Ethics (20)
	2-24	Business Ethics (20)
	2-26	Business Ethics (20)
	2-28	Corporate Memberships (80)
	5. Stakeholder Engagement	
	2-29	Materiality Analysis (28) Stakeholder Relations (30) Stakeholder Communication Table (79)

GRI Standard	Disclosure	Headings and Page
GRI 3: Material Topics 2021	3-1	Materiality Analysis (28)
	3-2	Materiality Analysis (28)
	Circular Economy	
GRI 3: Material Topics 2021	3-3	Circular Economy (65)
GRI 303: Water and Effluents 2016	303-1	Water Management (72)
	303-5	Water Management (72)
GRI 306: Waste 2020	306-1	Material Efficiency and Waste Management (70-71)
	306-2	Material Efficiency and Waste Management (70-71)
	306-4	Material Efficiency and Waste Management (70)
GRI 302: Energy 2016	302-1	Energy Management (65)
	302-5	Energy Management (65-68)
GRI 305: Emisyonlar 2016	305-1	Energy Management (65)
	305-2	Energy Management (65)
	Employee Development & Workforce Continuity	
GRI 3: Material Continuity (49)	3-3	Employee Development & Workforce (49)
GRI 401: Çalışanlar 2016	401-1	Social Indicators (76-77)
	401-3	Social Indicators (77)
GRI 404: Çalışan Gelişimi 2016	404-1	Employee Development and Workforce Continuity (49)
	404-2	Employee Development & Workforce Continuity (49-50)

GRI Standard	Disclosure	Headings and Page
	Workplace Safety & Well-being	
GRI 3: Material Topics 2021	3-3	Workplace Safety & Well-being (55)
	403-1	Workplace Safety & Well-being (55)
	403-2	Workplace Safety & Well-being (55-56-57)
	403-4	Workplace Safety & Well-being (55-56-57)
GRI 403: Occupational Health and Safety 2018	403-5	Workplace Safety & Well-being (55)
	404-6	Workplace Safety & Well-being (55-56-57)
	403-8	Workplace Safety & Well-being (57)
	403-9	Workplace Safety & Well-being (57)
	403-10	Workplace Safety & Well-being (57)
	Access to Health	
GRI 3: Material Topics 2021	3-3	Access to Health (35-36)
	R&D Capabilities	
GRI 3: Material Topics 2021	3-3	R&D Capabilities (38-41)
	Digitalization	
GRI 3: Material Topics 2021	3-3	Digitalization (43-45)
	Supply Chain Reliability	
GRI 3: Material Topics 2021	3-3	Supply Chain Reliability (46-47)
	Business Ethics & Compliance	
GRI 3: Material Topics 2021	3-3v	Business Ethics (20)

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LEGAL DISCLAIMER

The Nobel İlaç Sustainability Report has been prepared for Nobel İlaç stakeholders following the GRI reporting standards, solely at the company's discretion, with no legal obligations.

The report aims to raise awareness about sustainability and showcase Nobel İlaç's position on this issue. The information supporting the report has been compiled from publicly available sources and provided by the relevant departments of Nobel İlaç. This report is intended for information purposes and is not to be relied upon as a proposal, warranty or liability.

You can contact surdurulebilirlik@nobel.com.tr for constructive criticism, feedback, and inquiries.



