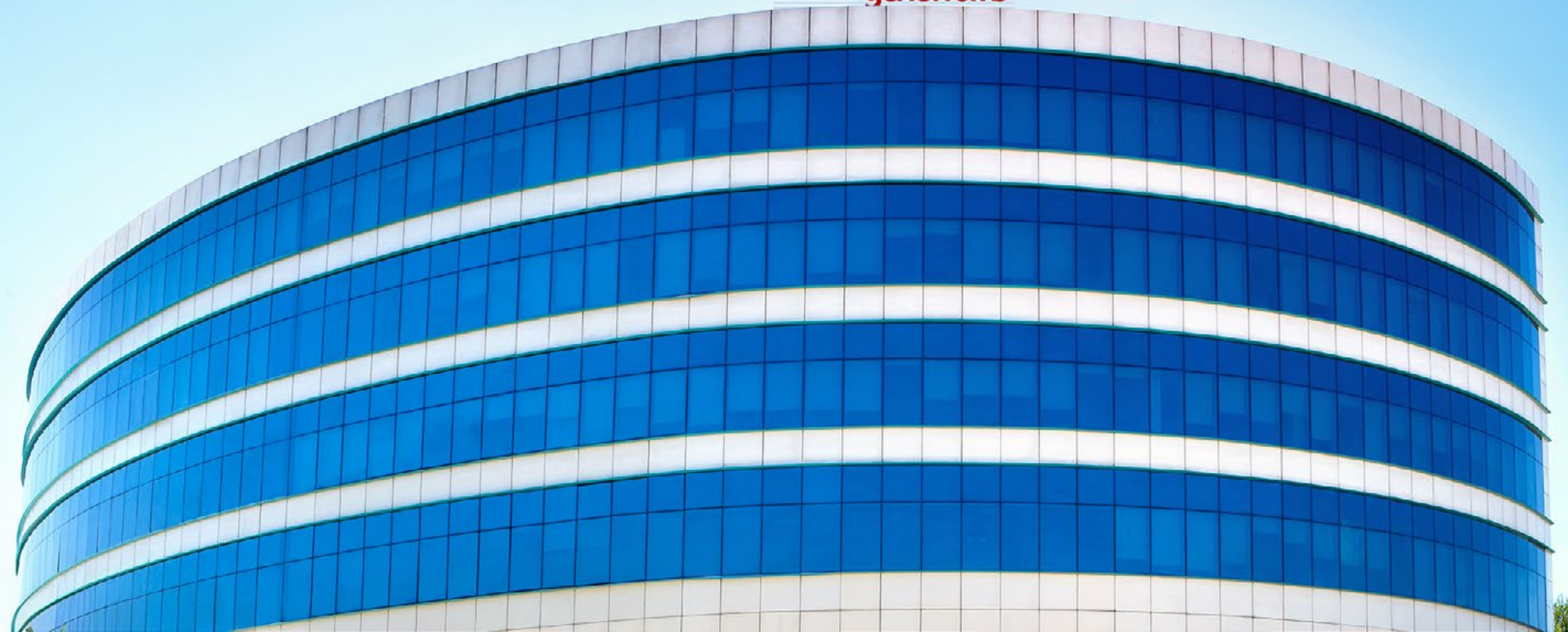


ANATOLIA SUSTAINABILITY REPORT

2024

Anatolia
geneworks





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About This Report

Anatolia shares with you its performance data for 2024 and its goals for the future with this report.

Anatolia combines its innovative solutions in molecular diagnostics and technology to benefit society and our planet. Our 2024 **Sustainability Report** reflects this commitment. By integrating sustainability principles into our business practices, we evaluate our environmental, social, and economic impacts and share them transparently with our stakeholders.

This report outlines the initiatives carried out under our “**Sustainability in Diagnostics**” strategy and our future objectives. It highlights our contributions to **the United Nations Sustainable Development Goals** and details the steps we are taking to create long-term value in the healthcare sector. Our priorities include reducing environmental impact, developing projects that support public health, and fostering an inclusive work environment for our employees.

In 2024, we made significant progress in areas such as innovative waste management solutions and promoting the efficient use of resources. Additionally, we supported social responsibility projects and scientific awareness initiatives aimed at increasing societal well-being.

We adopt a transparent approach to our sustainability journey, setting higher goals each year and committing ourselves to regularly reporting our performance. This report is not just a summary of the past year but also a roadmap for our future ambitions.

At Anatolia, we look forward to taking stronger steps towards a sustainable world together with you. We welcome your questions, feedback, and suggestions at sustainability@anatoliagenetworks.com.



Message from Chairman of the Board of Directors

Dear Employees, Customers, and Stakeholders,

At Anatolia, we consider sustainability to be a fundamental part of our corporate culture and are increasingly prioritizing our social and environmental responsibilities. As of 2024, we are pleased to share the progress we have made in this area.

Our commitment to sustainability continues to shape all our business processes and decisions. We strive to minimize any potential negative impact on both human health and the environment. Throughout 2024, we developed innovative solutions to enhance energy efficiency, took comprehensive steps to manage waste more effectively, and strengthened our strategies for the efficient use of natural resources. By fully integrating sustainability at every level, we continue to embed it into all our operations.

In addition, we have remained committed to fulfilling our social responsibilities by supporting various significant projects. Through university collaborations, social responsibility initiatives, environmental awareness campaigns, and sponsorships, we have contributed to raising sustainability awareness across all segments of society, particularly among young people. In 2024, we took effective steps to increase social awareness through our projects.

Together with all our stakeholders, we are determined to continue working towards a more sustainable future. In the coming years, we aim to sustain our growth with a strong awareness of our responsibilities, ensuring that we consider environmental and social impacts.

Alper Akyüz

Chairman of the Board of Directors



About Anatolia

Anatolia's mission is to add value to the healthcare industry by using the latest technologies in genetic research and diagnostic processes.

Anatolia is a powerful molecular diagnostics manufacturer company that designs, develops, and produces Real-Time PCR kits, nucleic acid extraction kits, rapid diagnostic kits, recombinant enzyme, Real-Time PCR and automated nucleic acid extraction devices, PCR Setup robots under the Anatolia Geneworks brand. Its mission is to add value to the healthcare industry by using the latest technologies in genetic research and diagnostic processes. Since its establishment, it has been pioneering the development of genetic-based diagnostic approaches in healthcare.

Our Roots and Beginnings

Founded in 2010 in Istanbul, Türkiye, Anatolia quickly established itself as a specialist in Real-Time PCR, DNA and RNA extraction, and robotic extraction systems. The company rapidly expanded its customer portfolio both domestically and internationally.

Technological Advancement and Product Range

Anatolia is recognized for its innovative and advanced technology-based solutions. Through its products, the company enhances health and food safety services, contributing to public health. Its extensive product range includes:

- Microbiology kits
- Multiplex panel kits
- Genetic disease diagnostic kits
- Food panel kits
- Extraction and sequencing kits
- Real-Time PCR devices, both automatic and manual extraction systems
- Rapid antigen diagnostic kits
- Sample collection and transport kits

R&D and Innovation

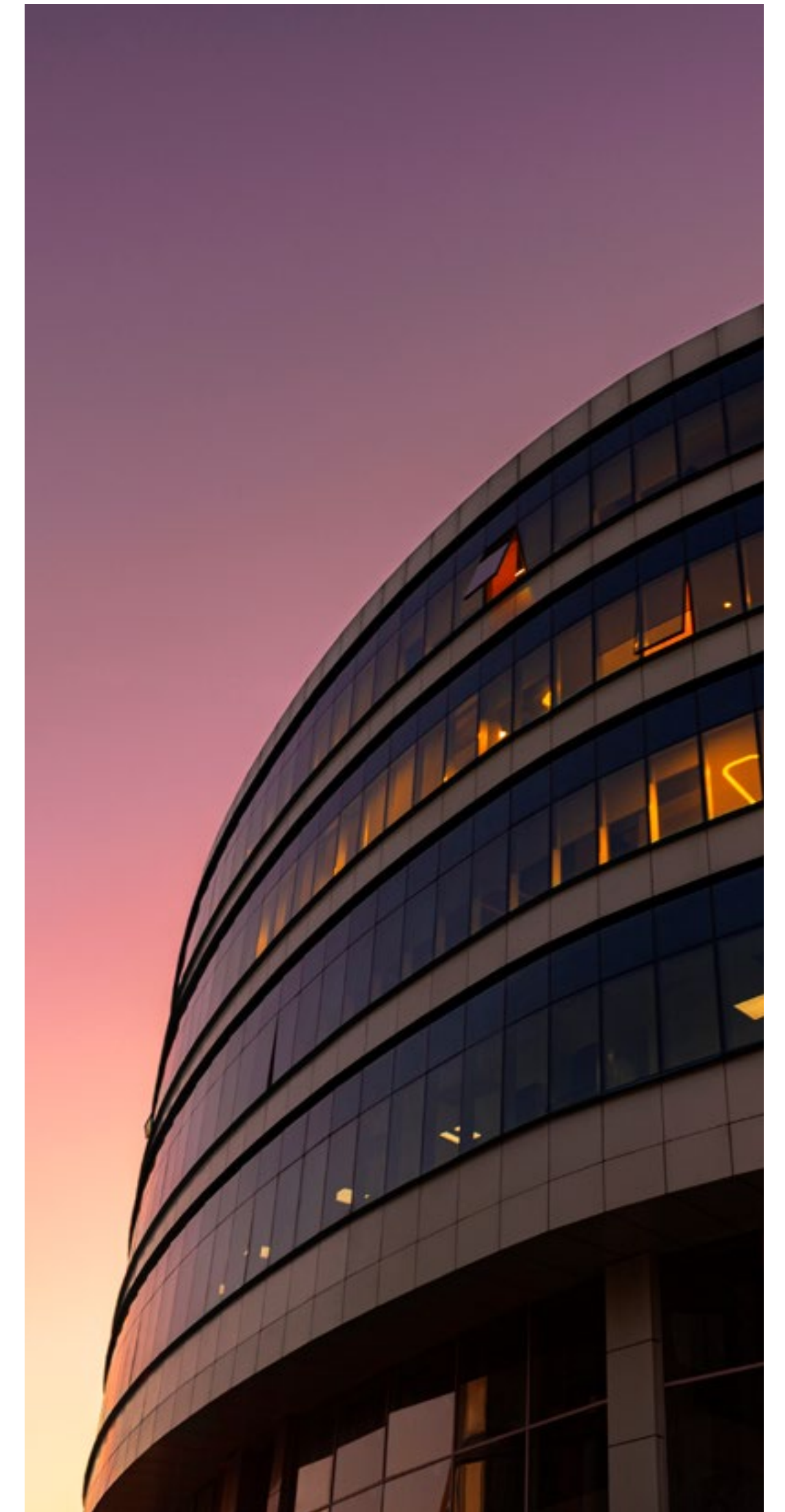
Anatolia places great emphasis on research and development (R&D) and innovation, closely following the latest technologies and implementing them effectively. The company's R&D efforts focus on enhancing the accuracy of molecular diagnostic tests and achieving more precise results. Anatolia continuously updates its product development activities based on customer feedback and scientific advancements. By adopting an innovative-driven approach, the company aims to meet the evolving needs of the healthcare sector and optimize its existing products.

Quality and Safety

Anatolia is recognized for its commitment to quality and safety standards. It conducts all operations in compliance with international certifications and regulations. The production of diagnostic kits takes place in state-of-the-art laboratories that meet ISO Class 7 air quality standards. The company's quality management systems adhere to the following regulations and standards:

- EN ISO 9001:2015
- EN ISO 13485:2016
- EU 2017/746 IVDR (In Vitro Diagnostic Medical Device Regulation)
- 98/79/EC IVD Directive
- 2006/42/EC Machinery Safety Regulation

As of 2024, Anatolia achieved a significant milestone by becoming the first company in Türkiye to receive the **IVDR certification** in its field.



Vision

Anatolia's vision is to become a Turkish company recognized in the global molecular diagnostics and biotechnology market with its innovative products.

Mission

Anatolia's mission is to produce high-quality products in genetics and biotechnology, demonstrating that Turkish companies can achieve global success in this field. By doing so, the company aims to contribute to a process that will make Türkiye more productive in developing new technologies.

Social Responsibility and Community Contribution

Anatolia supports its business success through social responsibility initiatives. The company organizes various educational programs and actively participates in social responsibility projects to raise health awareness and benefit society.

Beyond introducing its product portfolio, Anatolia provides informative content on social media platforms and its website, aiming to raise public health awareness. These materials are prepared in line with scientific accuracy and clarity principles, educating the public on genetic disorders, infectious diseases, and syndromes.



Anatolia closely follows developments in healthcare and global news. By offering content that encourages scientific curiosity, dispels misconceptions about diseases, and promotes a healthy lifestyle, the company informs the public and strengthens communication with its customers.

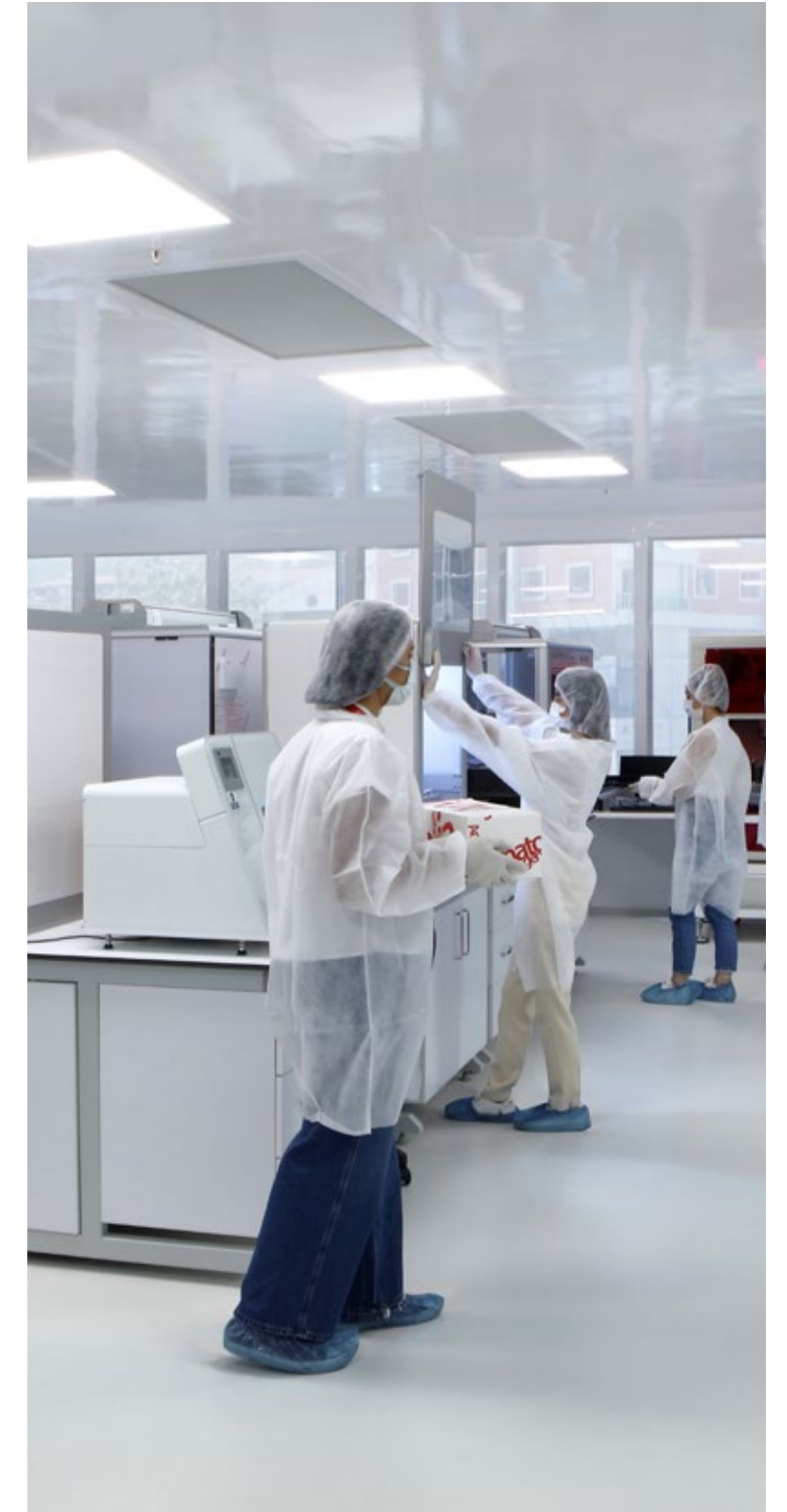
Future Goals

Anatolia aims to maintain its leadership in genetic and molecular diagnostics and establish **Anatolia Geneworks** as a globally recognized brand. Committed to scientific ethics and the highest quality standards, Anatolia seeks to reduce Türkiye's dependency on external sources while building a strong international diagnostics portfolio.

Since its founding, Anatolia has developed over **350 products** and successfully introduced innovative diagnostic devices to the market, marking significant progress toward this goal. Anatolia's future priorities include:

- Continuing to contribute to public health
- Expanding product diversity and quality
- Enhancing customer satisfaction
- Rapidly adopting technological innovations
- Advancing efforts for a more sustainable future

Guided by this mission and vision, Anatolia will continue to contribute to society, science, and industry.



Anatolia Quality Principles

Anatolia's vision is to become a Turkish company whose products are present in the worldwide molecular diagnostics and biotechnology market.



Customer Oriented

One of Anatolia's main goals is to ensure customer satisfaction by identifying and meeting the changing demands of customers.

Leadership

At Anatolia, leadership involves motivating and guiding staff in line with quality goals and using the data obtained from business results for continuous improvement. Leadership is practiced not only through hierarchical titles but also by demonstrating effective leadership behavior.

Evidence-Based Decision Making

Decisions made at Anatolia are based on information obtained from analyzing available data. The data needed to make the right decision is collected and evaluated from various sources. The goal is that the company learns to manage information correctly in the long term.

Improvement

Anatolia has adopted a risk-based thinking model and continuously evaluates its products. This approach allows the company to identify potential risks and prevent nonconformities before they occur. Anatolia aims to continuously improve total quality, product, and process performance, and achieve quality targets. The importance we attach to continuous development and improvement is the basis of our quality.

Managing Relationships

Anatolia values building lasting relationships with all the people and institutions with whom it communicates. Maintaining productive cooperation with suppliers and external parties while providing high-quality products and services is one of the important factors of success in the long term.

Employee Involvement

At Anatolia, the participation of employees at all levels in the continuous improvement of processes, product and service quality, and their full compliance with legal requirements, occupational health and safety rules, and product and service safety rules are among the most important principles.

Process Approach

At Anatolia, activities and operations are evaluated with other related operations that affect each other. Each process is effectively monitored internally in terms of inputs, resources used, and outputs and managed by considering the interaction with other related processes.



Anatolia Sustainability Committee

Anatolia has established the Sustainability Committee to determine its sustainability strategy, to create and execute policies, targets, and implementation plans in the field of sustainability, to monitor and supervise them, and to fulfill the duties of improvement and development.

At the Board of Directors meeting dated 16.01.2023 and numbered 03, Anatolia established the Sustainability Committee to determine the sustainability strategy in the fields of environmental, social, and corporate governance, to create and execute policies, targets and implementation plans in the field of sustainability, to monitor and audit, and to fulfill the duties of improvement and development.

The working principles and duties determined by the Committee include harmonized management of sustainability principles and rules for managers and employees involved in each step of all processes, consultants, dealers, business partners, and suppliers of Anatolia.

Duties and Responsibilities of the Committee

- Establishing the Company's Sustainability strategy, goals, and policies,
- To follow national and international developments in sustainability,
- To ensure the identification, measurement, monitoring, recording, auditing, and reporting of environmental, social, and economic risks and impact dimensions related to all activities in which the Company is involved, and the realization of reviews and improvements regarding the disclosures to be made to the public,
- To ensure that all employees are informed in line with the Company's sustainability strategy and goals, to work towards the internalization of employees, and to organize necessary training on relevant issues,
- Communicating with the Company stakeholders on Sustainability and coordinating stakeholder engagement,
- To support the transition to a low-carbon economy within the scope of combating climate change and to ensure that projects are carried out to reduce carbon emissions in business processes,
- To carry out activities to ensure compliance with the principles included in the Sustainability Principles

Compliance Framework announced by the Capital Markets Board of Türkiye (SPK), to prepare the reports required by the Capital Markets Legislation concerning sustainability and to submit them to the Board of Directors for approval to be disclosed to the public.

Structure of the Sustainability Committee

- The Committee consists of at least 2 (two) members, with the chairman being an independent board member.
- If the Committee consists of two members, both must be non-executive members of the Board of Directors and if the Committee has more than two members, the majority of the members must be non-executive members of the Board of Directors. The Chief Executive Officer/General Manager cannot take part in the committee.
- Persons who can contribute to the functioning of the company and who have sufficient knowledge and experience about the company may be elected to the committee. When necessary, specialists who are not members of the Board of Directors are also assigned to the Committee.
- All kinds of resources and support required for the Committee to fulfill its duties are provided by the board of directors. The Committee may invite the manager as it is necessary to reach its meetings and receive their opinions. The Committee shall benefit from the opinions of independent experts on the issues it deems necessary regarding its activities. The cost of the consultancy services required by the Committee is covered by the Company.
- When a new board of directors is elected at the ordinary general assembly meeting, the relevant board of directors shall appoint the members of the Committee in parallel with its period of duty. The duties of the former Committee members shall continue until their replacements are elected.
- The Committee convenes with the participation of one more than half of its members and takes decisions with the majority of those attending the meeting. In case of a tie of votes, the decision is taken in favor of

the vote of the Committee chairman. The decisions taken by the Committee are put in writing and recorded and the committee recommendations are submitted to the Board of Directors.

- The decisions of the Committee are considered as recommendations to the Board of Directors and the Board of Directors is the final decision-making authority on related matters.
- In January of each year, the Committee prepares an annual evaluation report on the activities carried out in the previous year to form the basis of the Company's annual report and submits it to the Board of Directors.
- The Committee convenes as often as required by the task assigned to it. Committee meetings may be held at the Company's headquarters or any other place where the Committee members have easy access.

Members

Prof. Dr. Duygun Erol Barkana (Independent Board Member),
Serra Ekin Şekerçi (Domestic Product & Post-Market Surveillance Assistant Specialist),

Enforcement

This regulation on the duties and working principles of the Committee and amendments related to this regulation enter into force upon the resolution of the Board of Directors.



Corporate Management

80% of the Board of Directors is comprised of female members.

Anatolia conducts all its activities in compliance with the relevant legal regulations and the Capital Markets Board's "Corporate Governance Principles".

We adopt the principles of being fair, transparent, responsible, and accountable in all our activities, and we improve our corporate governance performance based on these principles. We publish a Corporate Governance Compliance Report every year and share our performance with the public.

The Board of Directors, the highest governance body of the Company, has a total of five members, including two independent members. 80% of the Board of Directors is comprised of female members.

The Board of Directors held 18 Board meetings in 2024. The Corporate Governance Committee, Early Detection of Risk Committee, Sustainability Committee, and Audit Committee report to the Board of Directors. The duties and responsibilities of the Nomination Committee and Remuneration Committee are fulfilled by the Corporate Governance Committee.

Organizational Structure

Corporate Governance Committee

- Determining whether the corporate governance principles are implemented or not, identifying conflicts of interest that may arise due to failure to fully comply with these principles, and making recommendations to the board of directors to improve practices,
- When conflicts of interest arise between the Company and its shareholders and other stakeholders, monitor the actions taken to protect the rights of those concerned with an impartial and balanced approach, examining the requests and complaints received from shareholders and stakeholders on matters falling within the scope of its duties, and submitting solution proposals to the Board of Directors,

- Oversight of the investor relations unit
- Fulfilment of the duties of the Nomination Committee and Remuneration Committee,

Meeting Frequency

Four times a year, at least quarterly

Members

Prof. Dr. Duygun Erol Barkana (Independent Board Member),
Prof. Dr. Işıl Kurnaz (Independent Board Member),
Ali Rıza Tüzüngüven (Investor Relations Manager)

Early Detection of Risk Committee

- Identification of existing and potential operational, strategic, and other risks and preparation of recommendations for taking appropriate actions about these risks,
- Establishing risk management systems and preparing proposals for the development of systems related to the establishment of organizational infrastructures within the Company and increasing functionality,
- Reviewing risk management systems at least once a year

Meeting Frequency

Every two months, at least six times a year

Members

Prof. Dr. Duygun Erol Barkana (Independent Board Member),
Prof. Dr. Işıl Kurnaz (Independent Board Member),

Audit Committee

- Overseeing the functioning and effectiveness of the Company's internal control and internal audit system,
- Selection of the independent audit firm, submission of the independent audit firm for the approval of

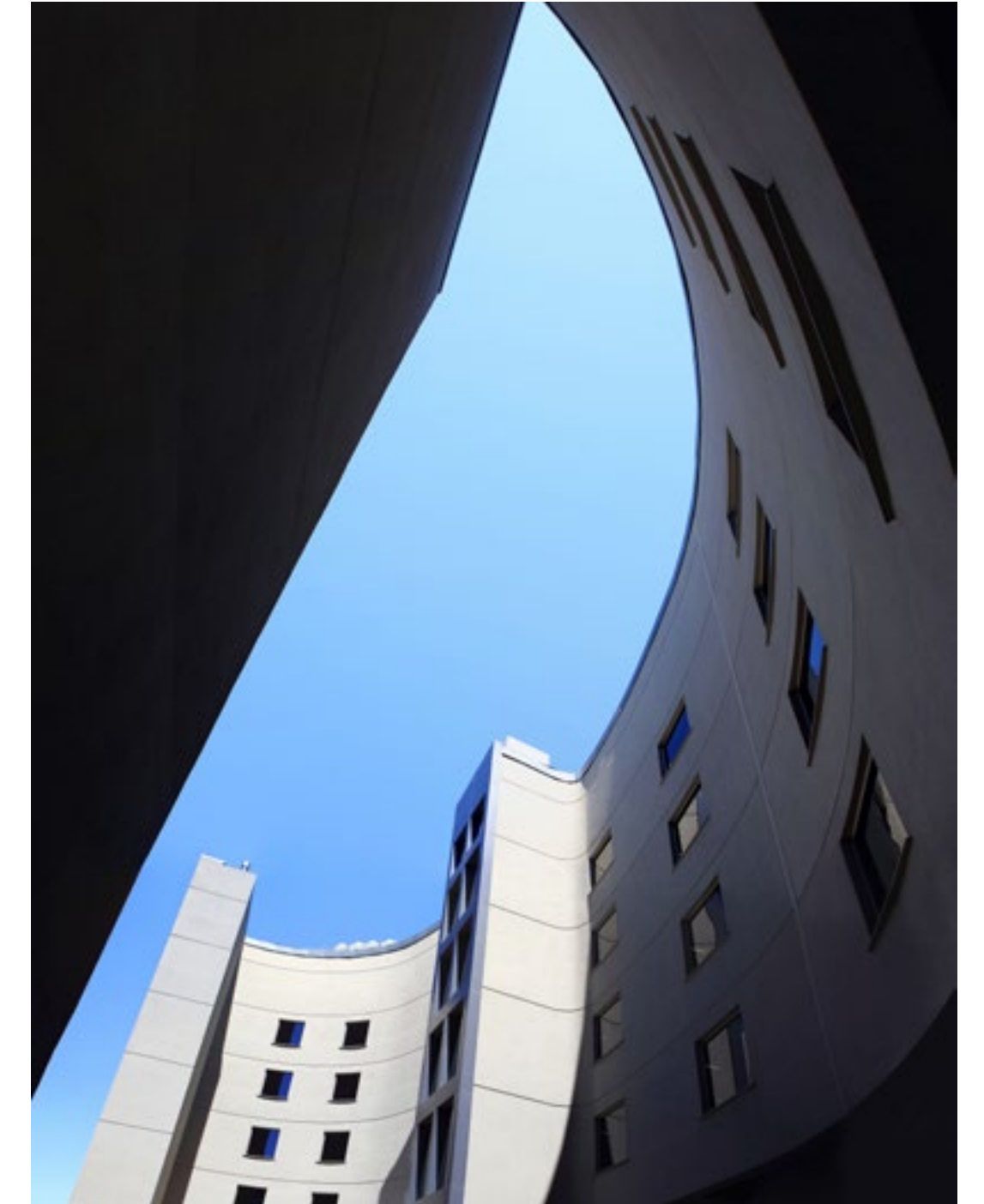
the Board of Directors, initiation of the independent audit process by preparing the independent audit agreements, and realization of the work of the independent audit firm at every stage under the supervision of the Committee,

Meeting Frequency

En az üç ayda bir olmak üzere yılda dört kere

Members

Prof. Dr. Duygun Erol Barkana (Independent Board Member),
Prof. Dr. Işıl Kurnaz (Independent Board Member),



Anatolia Sustainability Policy

Anatolia supports development in the fields of health, education, and technology to contribute to a sustainable future with environmentally sensitive, equitable, and innovative approaches.

Anatolia's sustainability policy aims to continuously improve health, education, and industry in society, minimize environmental damage, protect nature and natural resources, and ensure continuous social development to ensure balanced economic growth and leave a world that is as livable as possible for future generations; to establish innovative infrastructures and technologies in company activities, as well as to provide equal opportunities for everyone regardless of gender, age, special needs and differences.

In the field of health, we aim to direct our R&D activities to provide innovative solutions for easier, faster, and more economical detection of diseases and to make this service accessible to as many people as possible. Within the scope of quality education, we aim to provide more training opportunities for our employees, encourage continuous learning, and develop collaborations and projects to increase educational opportunities in society.

We aim to support the empowerment of women and girls by embracing gender equality in society, especially in our business activities, to promote women's leadership, and to increase women's participation in management positions.

We aim to contribute to the creation of sustainable infrastructures, use innovative technologies and sustainable production and consumption models as much as possible to minimize environmental impacts, encourage our suppliers and customers to use them, invest in R&D activities to develop innovative products and services, support process improvement activities to increase energy and resource efficiency, align our business processes with sustainability criteria and minimize our environmental impacts. In line with this policy, our company will provide the necessary resources to achieve sustainability goals, encourage employee participation, and support continuous improvement activities. Throughout this process, we commit to comply with local and international laws, regulations, and standards.



Compliance with United Nations Goals

We continue to work with determination to fulfill our responsibilities towards society and the environment by adopting our sustainability principles.

As Anatolia and its subsidiaries, we continue our sustainability efforts in this context by associating the issues we have identified because of our stakeholder interviews and detailed needs and risk analyses with the United Nations Sustainable Development Goals.

We continue to work with determination to fulfill our responsibilities towards society and the environment by adopting our sustainability principles.

As a leading company in the field of health and genetics, we know that every step we take together with our foreign subsidiaries can shed light on important issues in terms of sustainability not only in our country but also in the world.

We believe that sustainability starts with science and innovation. We aim to offer more sensitive diagnostic tools by following the latest developments in the field of genetics. We support the development of our employees and protect their health and safety by putting human health and well-being at the center.

The Sustainable Development Goals (SDGs) are a set of interconnected sustainability-based issues identified by the United Nations Türkiye and its partners. It aims to draw a road map in line with 17 basic categories.

Prioritized Categories:



SDG Category 3 Good Health and Well-Being

One of the goals of this category includes ending outbreaks of AIDS, tuberculosis, malaria, and neglected tropical diseases and combating hepatitis, waterborne diseases, and other infectious diseases by 2030. As Anatolia Geneworks, we produce solutions for the early diagnosis of these diseases with our products and fulfill our responsibility to protect public health.



SDG Category 4 Quality Education

The United Nations' goal of increasing the employment of young people with technical and occupational skills and supporting their participation in the workforce is also important for our companies. We show our support for this goal by increasing the number of qualified young personnel in our company every year.



SDG Category 5 Gender Equality

In line with societal efforts to achieve gender equality, we consider the gender ratio of our employees and encourage our female employees to be in decision-making positions.



SDG Category 9 Industry, Innovation, and Infrastructure

We contribute to innovation and sustainable technological developments through our R&D activities and our contributions to the development of scientific technology and the workforce we create in this field in our country.



Anatolia Sustainability Principles

We support the development of our employees, protect their health, and care about their safety by putting human health and welfare at the center.

A Sustainable Future with the Zero Waste Certificate

Anatolia has taken its commitment to environmental sustainability one step further by earning “**Zero Waste (Sifir Atik) Certificate**” for its Free Zone Branch. This certification is a tangible demonstration of the company’s dedication to minimizing its environmental impact and using resources efficiently.

Zero Waste Certificate verifies that the company has successfully implemented waste separation at the source, recovery, and reuse processes. As part of this initiative, waste management policies have been redesigned, significantly reducing the company’s negative environmental impact.

Practices Implemented with the Zero Waste Certificate

- **Waste Separation at the Source** – All waste is categorized and separated into plastic, paper, metal, organic, and hazardous waste.
- **Recycling and Reuse** – Recyclable materials such as plastic, paper, and metal are sent to relevant facilities, while organic waste is converted into compost.
- **Training and Awareness** – Comprehensive training programs have been conducted to instill a zero-waste mindset among employees, raising awareness within the community through continuous improvement efforts.
- **Circularity and Resource Efficiency** – Internal processes have been optimized, unnecessary consumption has been eliminated, and the company has adopted circular economy principles.

Anatolia sees its Zero Waste Certificate as an essential part of its mission to leave behind a clean and livable world for future generations. The company remains committed to taking eco-friendly and innovative steps to ensure a sustainable future.

RoHS Certification Achievement: Sustainability and Environmental Awareness

RoHS (Restriction of Hazardous Substances) is a **European Union directive that restricts the use of certain hazardous substances** in electrical and electronic equipment. Initially adopted in 2003, it has been further developed through updates. Its primary objective is to limit harmful chemicals that may pose risks to the environment and human health, thereby promoting environmental sustainability.

RoHS certification confirms that **a company’s products comply with this directive**. Companies that prioritize environmental responsibility, human health, and quality standards while seeking a competitive edge in international markets can obtain this certification.

Anatolia has taken its commitment to environmental and human health responsibility a step further by earning **RoHS certification**. This certification demonstrates the company’s full compliance with EU regulations restricting hazardous substances in electrical and electronic equipment, ensuring that its products meet environmentally friendly standards.



The Importance of Digitalization in Exporting Companies: Anatolia as an Example

In today’s world, digital transformation is crucial for companies to remain competitive and engage more effectively with global markets. For companies engaged in exports and those with branches or distributors abroad, digitalization plays an even more strategic role. In this context, Anatolia’s digitalization journey and its use of a cloud-based server system stand out as a successful example.

Benefits of Digitalization for Companies

- **Speed and Efficiency:** Digitalization reduces access time to critical information, saving time. Cloud-based systems such as servers, marketing materials, technical documents, and quality certificates can be instantly accessed by all company units and international stakeholders.
- **Global Accessibility:** Distributors and branches located in various regions can access necessary information and materials online, enhancing their operational efficiency.
- **Consistency and Brand Image:** Digital systems ensure that all content remains up-to-date and standardized. This is essential for preserving the company’s brand image and maintaining its reputation as a reliable business partner.
- **Cost Savings:** Digitalization eliminates printing and distribution costs of physical materials. It also minimizes unnecessary expenses caused by internal coordination inefficiencies.
- **Instant Updates:** Any updates to marketing materials or technical manuals can be instantly shared with all users via cloud systems. This not only saves time but also keeps the company ahead of the competition in maintaining up-to-date information.

Anatolia Sustainability Principles

As part of the Anatolia family, we recognize that our female employees play an important role in the success of our company. From genetic research to business management, our female employees offer expertise and leadership in many fields.

Anatolia's Digital Transformation Strategy with Its Server System

Anatolia has successfully implemented digitalization processes by utilizing a cloud-based system on its server. This system provides high-added value for the company's marketing and sales operations.

- **Centralized Access to All Documents:** With this system, all company documents are collected and organized on a single platform, ensuring that branches and distributors always have access to up-to-date documents.
- **Time Savings and Fast Response Capability:** Quick information sharing enables distributors to respond to market demands more rapidly, positively impacting sales processes and increasing customer satisfaction.
- **Efficiency in Marketing and Technical Support Activities:** Marketing materials, technical manuals, and quality documents can be accessed and used consistently by all stakeholders. This ensures that a unified message is conveyed about the products and strengthens brand perception.
- **Security and Data Management:** The cloud-based structure of the server ensures secure storage of documents and allows for easy backup when needed. Additionally, access to documents can be controlled, determining who can view or modify them.

By leveraging the benefits of digitalization through its server system, Anatolia has strengthened its competitive position in global markets. Digital transformation has improved internal operational efficiency, allowed the distributor network to function more quickly and effectively, and ultimately increased customer satisfaction and market share. Anatolia's example highlights that digitalization is not a luxury but a necessity for all exporting companies.

Best Cloud IaaS Category Project Award

Anatolia was honored with the BEST CLOUD PASS PROJECT award at Türkiye's most comprehensive artificial intelligence and cloud technology event, the "Future of AI & Cloud Summit". The company won the Best Cloud IaaS Category Project Award with its "GLOBAL LAB TELEMETRY SYSTEM" project.

This award symbolizes Anatolia's commitment to digital transformation and its vision for making this process sustainable. It also highlights the company's competence in setting future standards by integrating innovation, security, and sustainability into its business solutions.

Anatolia operates with the awareness that digitalization is not just a technological innovation but also a part of environmental and long-term societal transformation. The project was developed to optimize the storage conditions of kits kept in deep freezers after production. Designed in accordance with climate control standards, this system monitors the temperature and humidity conditions of deep freezers in real-time and ensures immediate intervention in case of any deviation. As a result, product quality standards are maintained, energy consumption is minimized, and environmental impact is reduced.

One of the most remarkable aspects of the project is energy efficiency. By optimizing energy consumption in deep freezers, the project has reduced the carbon footprint and lowered operational costs through energy savings. Additionally, it has completely prevented product losses, achieving significant success in waste management. This approach not only creates economic value for the company but also aligns with its environmental sustainability goals.

Through this project, Anatolia has demonstrated that digitalization is not just technological progress but also a tool for environmental and societal transformation. By combining innovation with eco-friendly approaches, the company continues to play a leading role in its industry.



Human-Centered Practices

Our sustainability efforts are not limited to environmental factors alone—people are at the core of our business. Guided by this principle, we continuously strive to strengthen our initiatives related to health, society, and the workforce.

At Anatolia, we conduct our hiring procedures objectively. We are committed to ensuring equal opportunities for all, regardless of age, gender, disability, race, ethnicity, religion, or economic status.

Anatolia Sustainability Principles

As part of the Anatolia family, we recognize that our female employees play an important role in the success of our company. From genetic research to business management, our female employees offer expertise and leadership in many fields.

Health and Wellbeing

People-oriented sustainability requires focusing on the needs of society and healthcare professionals as well as our employees. At Anatolia Geneworks, we produce high-quality diagnostic tests and devices to protect the health of all living beings and society.

We also encourage access to continuing education and development opportunities for healthcare professionals and candidates through the events we participate in and support. In this way, we aim to contribute to better outcomes by contributing to the health ecosystem.

Employee Wellbeing

Another important component of people's orientation is the welfare of our employees. Our employees are the cornerstone of our company's success. Their health and safety are a priority for us. We recognize that this principle is important for strengthening people's relationships with health, society, and business, and for building a better future.

Growth through Education

We attach great importance to supporting the training of our employees in all areas. For this reason, we offer comprehensive training opportunities for the personal and professional development of employees at all levels and in all positions. These training courses range from the latest developments in genetics to business ethics, leadership, occupational health and safety, personal data protection, and environmental sustainability. Training increases the ability to produce innovative solutions and the efficiency of business processes. The personal and professional development of our employees is the foundation of our company's long-term success.

Employee Engagement

As part of our people-oriented work, we listen to our employees' training needs and suggestions.

Collaboration and engagement are key to our company's success, and we value our employees' perspectives.

Shaping the Future with Education

Young people are the most valuable assets of every society. Developing their talents and potential is the foundation of a sustainable future. As Anatolia Geneworks, we aim to support young people with education and help them shape their careers in science, technology, and health. With our young and dynamic team, we always aim for the better.

Gender Equality

We believe that gender equality is the foundation not only for a fair workplace but also for a stronger and more sustainable future. Therefore, we are committed to providing equal opportunities for all our employees.

As part of the Anatolia family, we recognize that our female employees play an important role in the success of our company. Our female employees offer expertise and leadership in many fields, from genetic sciences to business management.

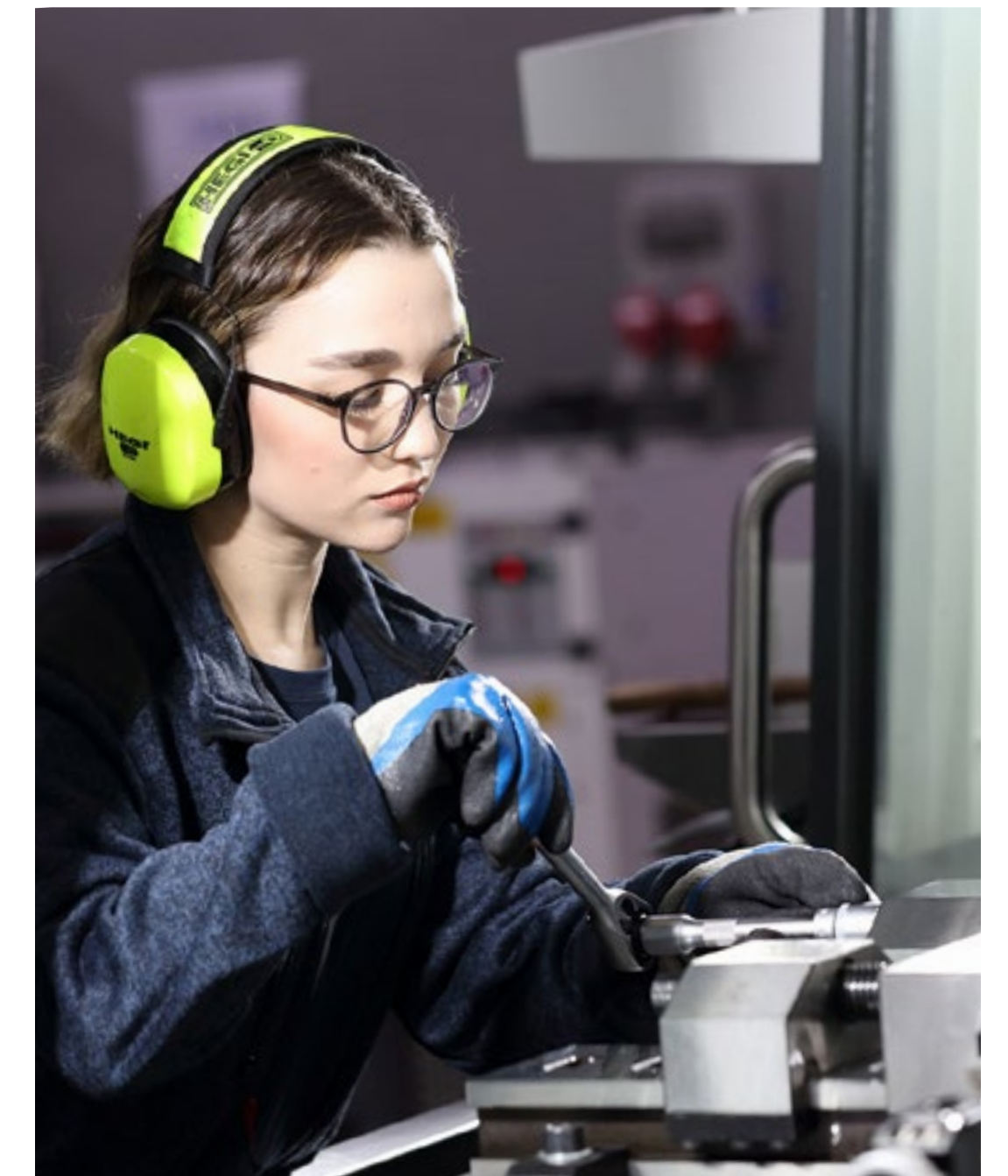
We support the success of our female employees by providing opportunities for them to develop their talents and advance their careers.

Number of Women on the Board of Directors

Anatolia's board believes that the influence and contribution of women leaders is critical, and eighty percent of our board is made up of women. Having women leaders contribute to our business decisions helps us offer a more diverse and balanced perspective, and we emphasize the importance of gender equality in business.

Occupational Health and Safety

We implement occupational health and safety policies to protect the health and safety of our employees and to ensure its continuity and sustainability. Our priority is to protect our colleagues with regular training and safety and warning signs in the company. In addition, special rules and requirements to be followed in work areas and laboratories are also explained to our employees, and the necessary instructions are placed in various areas in a way that everyone can see and understand.



Social Performance Measures

We are committed to providing equal opportunities to everyone in our workforce regardless of gender, age, special needs, and differences.

Employees by Gender and Category*	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Total Number of Employees	54	90	70	112	80	119
Headquarters Employees	46	64	56	80	64	82
Free Zone Employees	7	24	8	25	10	31
Other Cities	1	2	7	6	6	6
Total	144		182		199	

Subsidiaries**	2022	2023	2024
Total Number of Employees	17	23	24

Employees by Year of Employment*	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
0 - 5 Years	43	81	36	57	71	96
5 - 10 Years	7	4	32	49	4	15
10 Years and More	4	5	2	6	5	4

New Recruits*	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Under 30 Years of Age	12	14	16	19	25	18
30-50 Years of Age	2	8	8	11	4	16
Over 50 Years of Age	0	1	2	4	0	0
Total	14	22	22	29	29	34

*Covering operations in Türkiye
**Covering the number of employees in subsidiaries

Employee Turnover*	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Total Number of Resignations	7	10	11	18	14	24
Under 30 Years of Age	5	8	7	7	9	8
30-50 Years of Age	2	2	4	10	5	15
Over 50 Years of Age	0	0	0	1	0	1
Total	17		29		38	

Employees by Type of Employment*	2022		2023		2024	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Total Number of Employees	142	2	179	3	197	2

Parental Leave*	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of Employees Benefiting from Parental Leave	0	4	0	2	0	5

Managers by Gender and Age*	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Under 30 Years of Age	1	5	0	5	3	4
30-50 Years of Age	10	16	9	19	11	27
Over 50 Years of Age	0	2	0	2	0	2
Number of Employees with Manager Title	11	15	9	26	14	33
Board of Directors	4	1	4	1	4	1

Education*	2022	2023	2024
Number of Trainings Assessed	1.328	2.010	1.965
Resigned Employees	473	307	208
Total	1.801	2.317	2.173

Occupational Health Safety Trainings*	2022	2023	2024
Number of Trainings Assessed	148	48	184
Resigned Employees	37	14	15
Total	185	62	199

Environmental Performance Measures

Anatolia aims to protect natural resources and increase energy efficiency by adopting an environmentally sensitive working approach.

Headquarters

Water Withdrawal Quantity	2022	2023	2024
Municipal Water (m³)	2.083	2.461	3.960

Energy Consumption	2022	2023	2024
Annual Electricity Consumption (kWh)	436.362	470.363	649.651

Waste Management	2022	2023	2024
Total Medical Waste (kg)	7.833	4.270	4.888
Total Hazardous Waste (kg)	0	0	6.418
Total Non-Hazardous Waste (kg)	0	0	4.388
Waste Recycling Amount - Aluminum (kg)	0	0	0
Waste Recycling Amount - Paper and Cardboard Packaging (kg)	0	0	1.200
Waste Recycling Amount - Plastic Packaging (kg)	0	0	0

Free Zone Branch

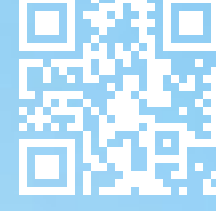
Water Withdrawal Quantity	2022	2023	2024
Municipal Water (m³)	465	821	928

Energy Consumption	2022	2023	2024
Annual Electricity Consumption (kWh)	41.495	34.066	42.951,16

Waste Management	2022	2023	2024
Total Medical Waste (kg)	0	0	0
Total Hazardous Waste (kg)	0	2.340	7.414
Total Non-Hazardous Waste (kg)	0	430	167
Waste Recycling Amount - Aluminum (kg)	2.959,71	7.353,33	10.076
Waste Recycling Amount - Paper and Cardboard Packaging (kg)	0	370	1.747
Waste Recycling Amount - Plastic Packaging (kg)	0	395	2.204



ANATOLIA SUSTAINABILITY REPORT 2024



Anatolia Tanı ve Biyoteknoloji Ürünleri Ar-Ge San. ve Tic. A.Ş.

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