

# ANATOLIA SUSTAINABILITY REPORT

# 2025

Anatolia  
geneworks



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# About This Report

With this report, Anatolia shares its 2025 sustainability performance data and its vision for the future with all stakeholders.

Combining its innovative power in molecular diagnostics and biotechnology with the goal of benefiting society and our planet, Anatolia reaffirms its commitment through the 2025 Sustainability Report. By integrating sustainability principles into every stage of our operational processes, we present our environmental, social, and economic impacts transparently.

This report covers the initiatives carried out under our “Sustainability in Diagnostics” strategy and our long-term objectives. Every step we take in alignment with the United Nations Sustainable Development Goals is part of our mission to create high added value in the healthcare sector. In this context, we proudly share our contributions to ecosystem preservation and sectoral sustainability through TÜBİTAK 1004 TR.AQUA project, which continued throughout 2025, focused on food safety in aquaculture.

As Anatolia, we will continue to serve global health through our R&D-oriented growth strategy and take responsibility for leaving a more livable world for future generations.

We welcome your questions, feedback, and suggestions at [sustainability@anatoliageneworks.com](mailto:sustainability@anatoliageneworks.com).



# Message from Chairman of the Board of Directors

Dear Employees, Customers, and Stakeholders,

At Anatolia, we accept sustainability as a fundamental part of our corporate culture and place great importance on our social and environmental responsibilities. We are pleased to share our progress in this area as of 2025.

Our understanding of sustainability remains a decisive factor in all our business processes and decisions. We take care to conduct our work by minimizing potential negative impacts on both human health and the environment.

Throughout 2025, we continued to develop solutions to increase our energy efficiency and raised internal awareness regarding more efficient waste management and resource utilization. As a result, despite an increase in our number of employees in 2025, we succeeded in reducing both our water and energy consumption compared to the previous year. Furthermore, by improving waste management at both our headquarters and free zone facilities, we reduced our waste volume and significantly increased our waste recovery rates compared to the previous year.

We continue to offer equal opportunities to everyone in our workforce, regardless of gender, age, special needs, or differences. In 2025, we further increased our female employment rate.

Through the projects carried out during 2025, we took steps to increase social awareness. Within the scope of TR.AQUA Research Platform, supported by the TÜBİTAK 1004 Program, Anatolia, is conducting R&D projects for the "Molecular Detection of Infections Threatening Aquaculture Production." These efforts contribute significantly to the sustainability of aquaculture and fish ecosystems, as well as the protection of blue food security.

Together with all our stakeholders, we will continue to work with determination to move toward a more sustainable future. In the coming years, we aim to sustain our growth while remaining conscious of our responsibility toward sustainability, respecting both the environment and society.

**Alper Akyüz**  
Chairman of the Board



# About Anatolia

Integrating advanced molecular diagnostic solutions with a vision of sustainability to create global value for a healthier future.

Anatolia is a biotechnology company that designs, develops, and manufactures Real-Time PCR kits, nucleic acid extraction systems, rapid diagnostic kits, automated nucleic acid extraction devices, and PCR setup instruments. Founded in Istanbul in 2010, Anatolia delivers high-quality solutions developed through advanced technological expertise and extensive scientific knowledge to more than 90 countries worldwide today.

## R&D-Oriented Structure and Technological Capability

Placing innovation at the core of its operational processes, Anatolia focuses on developing cutting-edge technology solutions that enhance the accuracy and efficiency of molecular diagnostic procedures. Its extensive product portfolio enables fast and precise results in many critical areas, ranging from infectious diseases to food safety. Through the studies conducted at its R&D center, the company ensures the sustainability of a competitive and reliable ecosystem compliant with global health standards.

## International Quality Standards

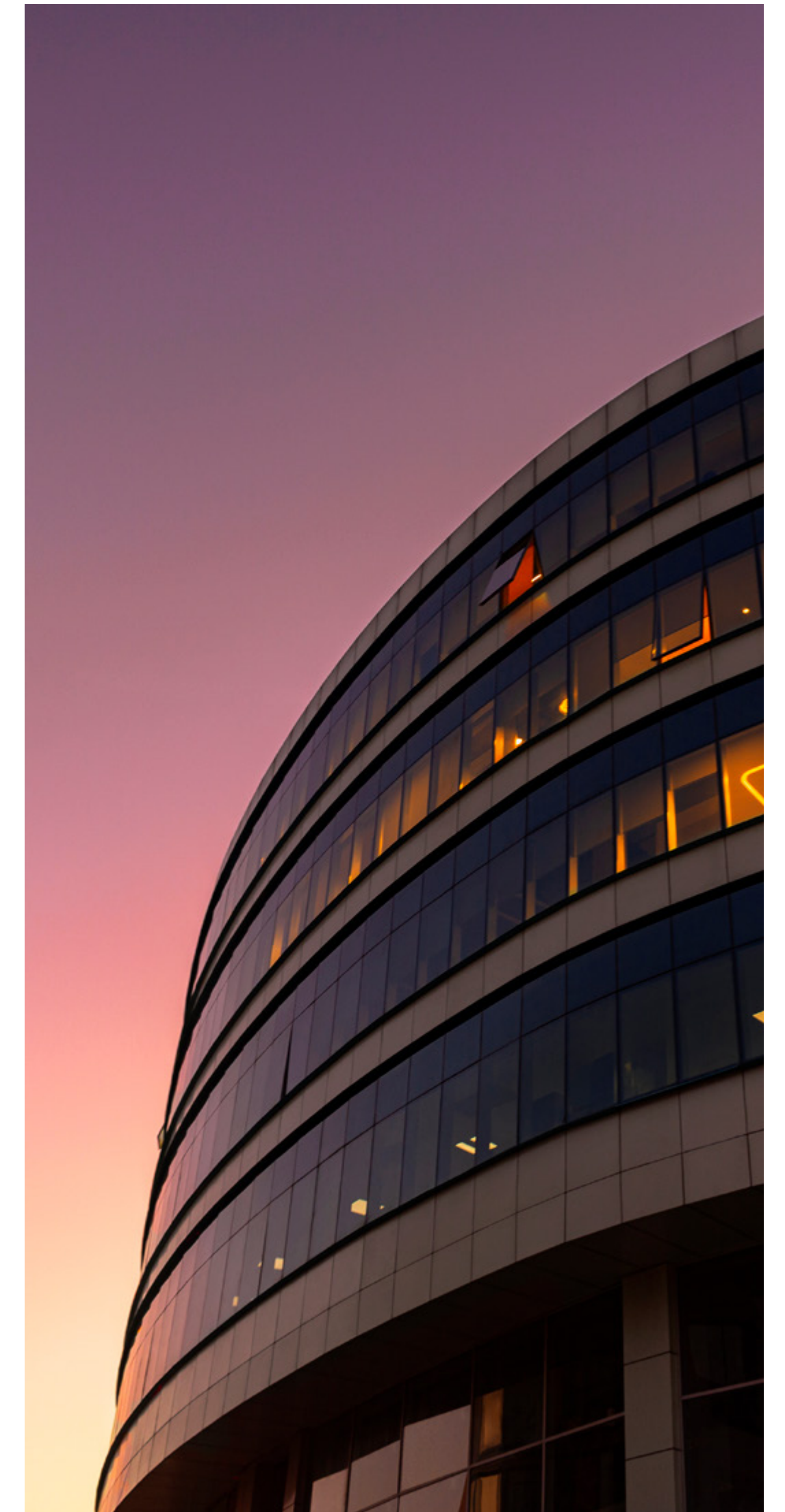
For Anatolia, production discipline and quality are the cornerstones of all operations. Production processes are carried out in high-tech laboratories with ISO Class 7 air quality, in accordance with the highest safety criteria.

Anatolia conducts relevant activities in compliance with ISO 9001:2015 and ISO 13485:2016 standards, 98/79/EC directive, and EU 2017/746 IVDR and 2006/42/EC regulations.

After becoming Türkiye's first IVDR-certified molecular diagnostic manufacturer in 2024, the company continued to expand its scope of certified products in 2025. Along with the IVDR certification, Anatolia maintains its world-class production discipline and reliability through its other internationally recognized quality certifications.

## Sustainability and Social Contribution

Beyond product development processes, Anatolia aims to create social benefits in every field of operation. By adhering to scientific ethical principles, the company contributes to the protection of public health and integrates sustainability principles into all processes, from the R&D stage to the end-user.



## 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),  
Yasemin Kuvvet (Scientific Communications and Digital Marketing Specialist),  
Melisa Liçina (Mechanical Design Quality Documentation 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 21 Board meetings in 2025.

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

At least four times a year, once every three months

### Members

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



# Anatolia Sustainability Policy

With our innovative infrastructure powered by science, we are committed to protecting the environment and promoting equal opportunities in society for a sustainable future.

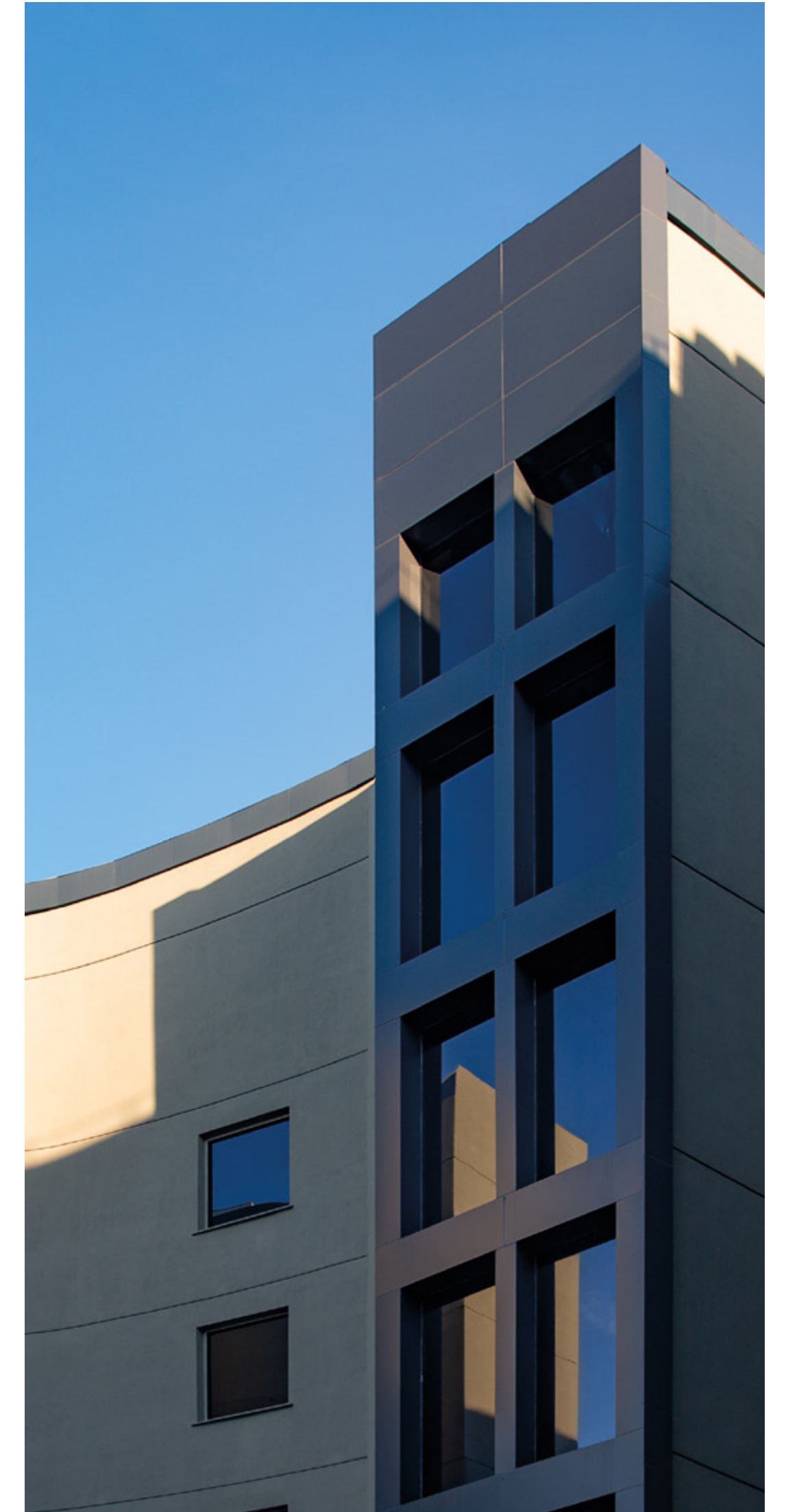
Anatolia's sustainability policy aims to continuously improve health, education, and industry in society, minimize environmental damage, protect nature and natural resources, and ensure continuous social development to ensure balanced economic growth and leave a world that is as livable as possible for 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, 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 Reduced Inequality

At Anatolia, we conduct our recruitment procedures with strict objectivity. In this context, we strive to ensure that everyone is evaluated equally, regardless of age, gender, disability, race, ethnicity, origin, religion, economic status, or any other personal characteristic.



### SDG Category 10 Reduced Inequalities

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

Combining high technology and innovation capacity with corporate ethical values, Anatolia adopts a growth model based on social benefit and environmental sensitivity.

## Social Partnership and a Shared Future

Anatolia does not limit sustainability to environmental indicators alone; it places people at the center of its strategy. The total number of employees, which was 199 in 2024, has increased to 225 as of 2025, in line with growth targets and a vision for globalization. Including subsidiaries, the extended family has reached a total of 249 people, creating a value chain that spreads from Türkiye operations to the world. The team's dynamism contributes directly not only to the company's success but also to the improvement of the global health ecosystem and the protection of public health by producing high-quality diagnostic tests and devices. Anatolia considers the welfare, safety, and happiness of its employees as the fundamental guarantee of corporate success and the key to sustainability.

## Gender Equality and the Power of Female Leadership

Gender equality is viewed by Anatolia as the unshakable foundation of a sustainable business model. The company resolutely continues to support the competencies of female employees at every level of the business world. The fact that 80% of the Board of Directors consists of female leaders enables the development of inclusive and visionary perspectives in strategic decisions. 32 female managers undertaking leadership roles in operational processes steer the company's corporate success.

Anatolia's innovation power is also shaped by female labor. 50 out of 104 R&D employees are female researchers. Within a total workforce of 238 people (excluding interns), 96 female employees make a difference with their expertise in every department. In a company where equal opportunity is integrated into all processes, a merit-based work culture is offered, independent of gender. This weight held by women in science and technology production is among the most important elements reinforcing the company's competitive and progressive identity in the global market.

## Shaping the Future through Continuous Development and Training

Supporting the professional and personal development of employees is seen as the most valuable investment in sustainability at Anatolia. In this direction, a wide range of training is provided for employees at all levels and positions, covering everything from technical expertise to leadership competencies. Training programs range from molecular biology and genetics to business ethics, from KVKK (Data Protection) processes to leadership skills and environmental sustainability awareness. Within the scope of development activities carried out in 2025, the total number of training sessions reached 2,467, with 2,181 of these successfully evaluated and integrated into employee competencies. This continuous development cycle keeps R&D capacity vibrant while maximizing operational efficiency. Furthermore, Anatolia helps young people shape their career journeys in the health sector by blending their talents with science and technology, setting tomorrow's standards today.

## Occupational Health and Safety

Protecting employee health and providing a safe working environment is Anatolia's primary responsibility. In laboratory and production areas, the highest protection standards are applied within the framework of Occupational Health and Safety (OHS) laws and related regulations. In this context, every employee is provided with full Personal Protective Equipment (PPE) compatible with their duties during the recruitment phase.

To ensure the continuity and effectiveness of the process, Anatolia periodically monitors the PPE needs and deficiencies of employees through feedback mechanisms. Special rules to be followed in the laboratory environment and equipment usage requirements are supported by clear guides accessible to all employees.

In 2025, the successful completion of 198 out of 202 OHS training sessions documents the strength of this safety culture among employees. Despite increasing operational volume, the company operates with a "zero occupational accidents" vision, ensuring a healthy working environment for all stakeholders.



# Anatolia Sustainability Principles

Combining innovation with responsibility toward nature, Anatolia commits to a more livable world for future generations through digitalization and eco-friendly production standards.

## Sustainable Production Vision: Zero Waste Certification

Anatolia positions environmental sustainability commitments as an integral part of its corporate strategy. One of the most concrete steps of this vision, the Zero Waste Certificate, documents the determination to minimize the environmental impact of operations at the Free Zone Branch. Waste management policies are designed not just as a legal obligation, but as a circular model that increases resource efficiency.



In this framework, all waste in production and office areas is meticulously separated at the source as: medical waste, plastic, paper, cardboard, packaging, hazardous waste, non-hazardous waste, and aluminum. According to 2024 and 2025 data, the sensitivity shown especially in the management of medical and hazardous waste minimizes environmental risks, while bringing recyclable materials back into the economy directly reduces the carbon footprint. Unnecessary consumption is prevented by optimizing in-house processes.

## Full Compliance with Human and Environmental Health via RoHS Certification

Great importance is attached not only to the technological superiority of products but also to their harmony with the ecosystem. Full compliance is shown with the European Union directive (RoHS Directive) that restricts the use of certain hazardous substances in electrical and electronic equipment. This certification proves that heavy metals such as lead, mercury, and cadmium can cause serious harm to the environment and human health and are restricted in the production of high-tech diagnostic devices. Beyond providing a competitive advantage in global markets, RoHS compliance guarantees that products remain at eco-friendly standards throughout their entire life cycle. Anatolia combines innovation with ethical values and positions itself as a reliable solution partner in international markets.

## Strategic Digitalization and Global Efficiency at Anatolia

Digital transformation is the cornerstone of operational effectiveness for Anatolia in the global market. For the export-oriented structure and the distributor network spread worldwide, digitalization is seen as the greatest supporter of sustainable growth. The cloud-based server system and central data management strategy add the following critical values to operations:

- **Global Synchronization and Operational Speed:** The digital infrastructure allows subsidiaries and business partners across different continents to instantly access the most up-to-date technical documents and quality certificates. This structure minimizes the operational margin of error while accelerating the flow of information.
- **Corporate Memory and Data Security:** Secure storage and backup of R&D data and corporate documents protect the company's intellectual capital. Thanks to cloud-based systems, business continuity is guaranteed under all conditions.
- **Resource Saving and Ecological Contribution:** The digitalization strategy has largely eliminated physical printing and distribution processes. This reduction in paper consumption provides savings on physical archiving costs while directly contributing to the reduction of the carbon footprint.



# Anatolia Sustainability Principles

Considering food supply security and the protection of the marine ecosystem as a strategic priority, Anatolia develops sustainable and innovative diagnostic solutions in aquaculture within the scope of TR.AQUA platform.

## Protecting the Blue Food Chain: TR.AQUA Collaboration

Anatolia does not limit sustainability to its own operations; it takes on strategic roles in comprehensive projects that produce scientific solutions for global problems. One of the strongest examples of this vision is TR.AQUA Research Platform, supported under the TÜBİTAK 1004 Program. Within this platform, the Company supports the protection of the blue food chain by conducting the project titled "Development and Commercialization of an Automated DNA/RNA Extraction and qPCR Test Panel and a Rapid Test Family for the Molecular Detection of Infections Threatening Aquaculture Production."

## Diagnostic Technologies in the Sustainability of Aquaculture and Fish Ecosystems

Aquaculture plays a vital role in meeting the increasing food needs of the world's population. However, diseases threatening the underwater ecosystem put both sectoral growth and natural balance at risk. Anatolia is developing a comprehensive molecular diagnostic set to minimize these biological risks and secure the food chain. This technological approach aims to make the diagnosis of aquaculture diseases accessible not only in laboratory environments but also in field conditions.

The high-sensitivity kits and sample preparation solutions developed contribute directly to ecosystem sustainability. Detecting diseases at an early stage and on-site, before they spread, ensures the protection of the ecological balance of water resources by minimizing the uncontrolled use of drugs and antibiotics in fish farms. Through this innovative diagnostic methodology, production losses are prevented while food supply security is supported by scientific foundations. These solutions aim to both reduce the economic loss of the producer and offer added value to public health by protecting underwater biodiversity.

## Scientific Knowledge Sharing and Awareness

Within the scope of TR.AQUA project, Anatolia, not only focuses on technological production but also plays a unifying role in strengthening academy-industry cooperation. As part of this vision, the company hosted the second-year evaluation meeting of the "Innovative and Sustainable Practices in Aquaculture within the Framework of Food Supply Security" program. In this event held at the company headquarters, project coordinators and sector stakeholders came together to evaluate the scientific outputs.

The company also participates in various communication activities to expand the impact area of the project. In addition to informative posts made on social media platforms and newsletters, the strategic importance of molecular diagnosis of water pathogens and these diagnostic methods for the sustainability of the aquaculture ecosystem was conveyed through different platforms, including participation in the "Derin Mavi Sohbetler" (Deep Blue Conversations) radio program.



# 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*	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Total Number of Employees	70	112	80	119	89	125
Headquarters Employees	56	80	64	82	70	89
Free Zone Employees	8	25	10	31	9	34
Other Cities	7	6	6	2	10	2
Total	182		199		214	

Subsidiaries**	2023	2024	2025
Total Number of Employees	23	24	24

Employees by Year of Employment*	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
0 - 5 Years	36	57	71	96	74	90
5 - 10 Years	32	49	4	15	10	25
10 Years and More	2	6	5	4	5	10

New Recruits*	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Under 30 Years of Age	16	19	25	18	10	20
30-50 Years of Age	8	11	4	16	8	12
Over 50 Years of Age	2	4	0	0	0	1
Total	22	29	29	34	18	33

\* Includes operations in Türkiye.

\*\* Includes the number of people working in subsidiaries.

The 11 interns included in the total number of employees in 2025 have not been added to the distributions.

Employee Turnover*	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Total Number of Resignations	11	18	14	24	10	26
Under 30 Years of Age	7	7	9	8	7	14
30-50 Years of Age	4	10	5	15	3	11
Over 50 Years of Age	0	1	0	1	0	1
Total	29		38		36	

Employees by Type of Employment*	2023		2024		2025	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Total Number of Employees	179	3	197	2	211	3

Parental Leave*	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number of Employees Benefiting from Parental Leave	0	2	0	5	3	3

Managers by Gender and Age*	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Under 30 Years of Age	0	5	3	4	2	5
30-50 Years of Age	9	19	11	27	11	30
Over 50 Years of Age	0	2	0	2	1	1
Number of Employees with Manager Title	9	26	14	33	14	36
Board of Directors	4	1	4	1	4	1

Education*	2023	2024	2025
Number of Trainings Assessed	2010	1965	2181
Resigned Employees	307	208	286
Total	2317	2173	2467

Occupational Health Safety Trainings*	2023	2024	2025
Number of Trainings Assessed	48	184	198
Resigned Employees	14	15	4
Total	62	199	202

# Environmental Performance Measures

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

## Headquarters

Water Withdrawal Quantity	2023	2024	2025
Municipal Water (m <sup>3</sup> )	2461	3960	2726

Energy Consumption	2023	2024	2025
Annual Electricity Consumption (kWh)	470363	649651	639348

Waste Management	2023	2024	2025
Total Medical Waste (kg)	4270	4888	2722
Total Hazardous Waste (kg)	0	6418	5930
Total Non-Hazardous Waste (kg)	0	4388	503
Waste Recycling Amount – Aluminum (kg)	0	0	440
Waste Recycling Amount – Paper and Cardboard Packaging (kg)	0	1200	1650
Waste Recycling Amount – Plastic Packaging (kg)	0	0	0

## Free Zone Branch

Water Withdrawal Quantity	2023	2024	2025
Municipal Water (m <sup>3</sup> )	821	928	659

Energy Consumption	2023	2024	2025
Annual Electricity Consumption (kWh)	34066	42951.16	258369.90

Waste Management	2023	2024	2025
Total Medical Waste (kg)	0	0	0
Total Hazardous Waste (kg)	2340	7414	10324
Total Non-Hazardous Waste (kg)	430	167	1400
Waste Recycling Amount – Aluminum (kg)	7353.33	10076	16473.57
Waste Recycling Amount – Paper and Cardboard Packaging (kg)	370	1747	3268
Waste Recycling Amount – Plastic Packaging (kg)	395	2204	4443



# ANATOLIA

## SUSTAINABILITY REPORT 2025



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

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