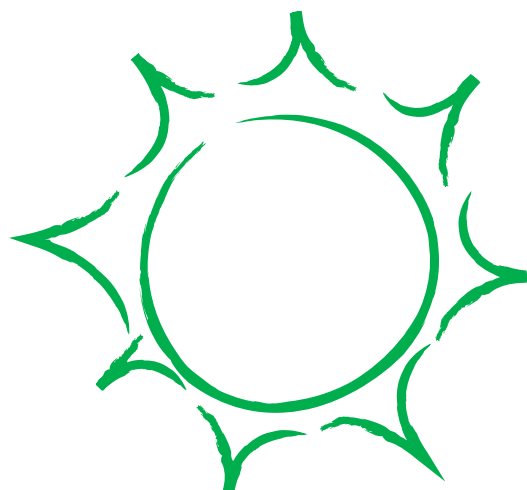




SUSTAINABILITY
REPORT

disera
RESULTS OF THE SCIENTIFIC PROCESS





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Disera key data:

Headquarters in Izmir/Turkey

400+ employees in Turkey and around the world

Sales activities in 80+ countries worldwide

3 decades of experience



Who we are

Disera was founded in 1996 in Izmir, Turkey, initially focusing on the production of laboratory consumables. Today, Disera is one of the leading international companies in the industry, specializing in the production and development of blood collection tubes, blood collection accessories, urine collection systems and PRP products. Additionally, Disera is active in the laboratory diagnostics sector within its domestic market. For us as a company, patient comfort and the safety of healthcare workers come first. Our core value proposition with our products and services is to improve the overall standard of living and health of communities worldwide.

Quality has remained a top priority since the foundation of our company and all our production sites are committed to the same high standard. All products have the CE mark, and the entire production operation is carried out in accordance with ISO 13485:2016 Quality Management Systems, ISO 14001:2015 Environmental Management Systems, and Good Manufacturing Practice (GMP) certificate. We are dedicated to continuous innovation and research. Additionally, our corporate social responsibility initiatives contribute to the community, enhancing our role as a socially responsible organization.





Our Mission

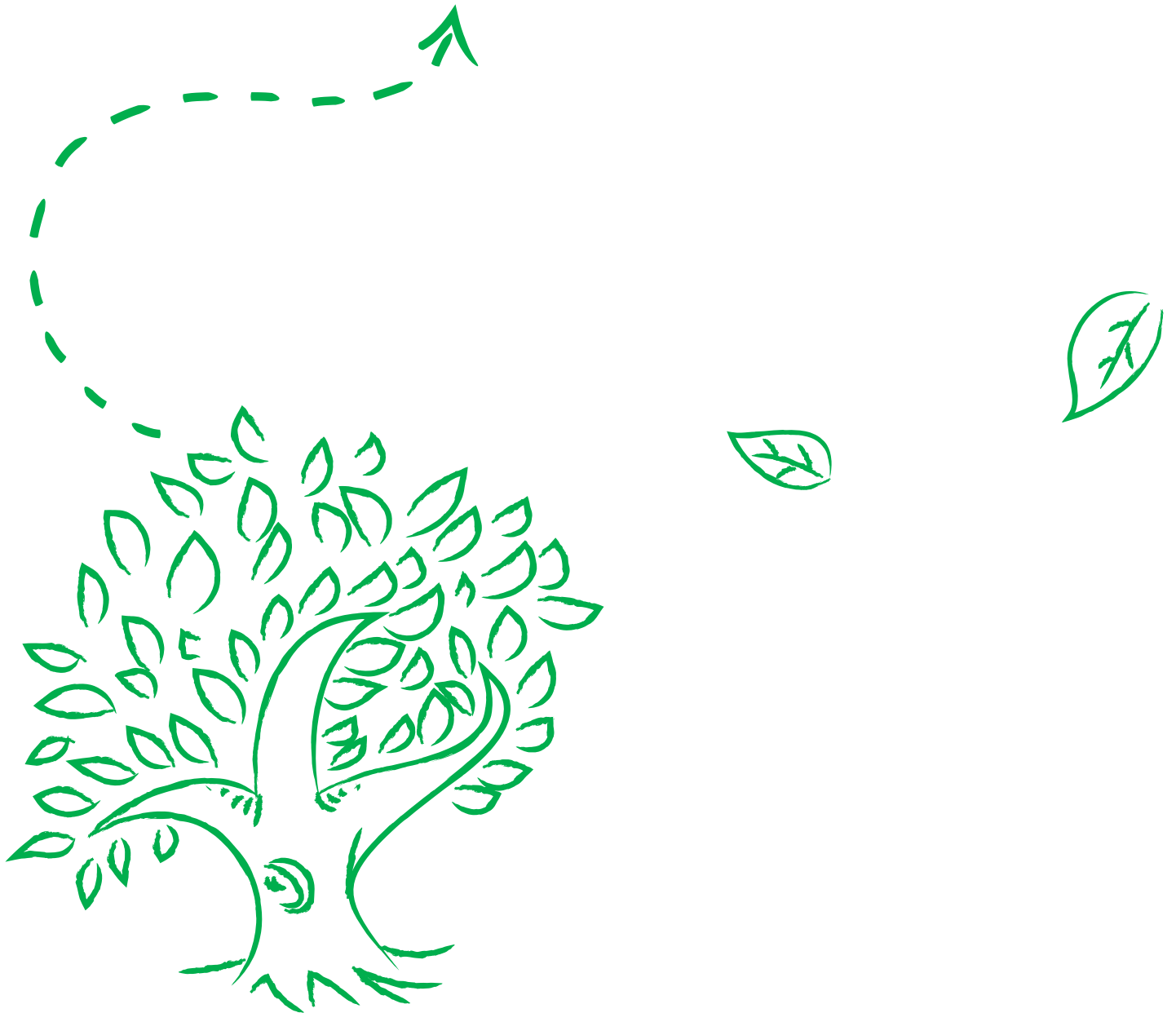
Our mission is to design and manufacture environmentally sustainable, safe and high-quality medical products that comply with all relevant regulations. By integrating innovative technologies and continuous research into our product design and production processes, we strive to enhance the quality of life and improve community health standards. We are committed to prioritize customer satisfaction through a customer-oriented approach and engaging with communities and stakeholders to address their needs. Additionally, we are committed to the well-being and development of our employees and to adhering to ethical business practices.

Our Vision

Our vision is to become one of the leading companies in the healthcare sector, adding significant value to healthcare services worldwide. We embrace innovation and a culture of excellence. By producing high-quality products, we aim to enhance patient quality of life and ensure healthcare professionals can confidently use our products. We prioritize sustainability principles to ensure a safer world for future generations and emphasize the importance of collaborations and partnerships to advance healthcare standards.



"Sustainability isn't just
a choice,
it's the cornerstone of
our future."



What does Sustainability mean to us

Sustainability is a key factor which has to be important to everyone. We are aware of that there is no other alternative when it comes to our planet. We should prioritize sustainability in every step, starting from individuals. As a company operating in the healthcare sector, our sustainability policy starts with each individual taking personal responsibility, coming together to make a global impact. We are dedicated to providing reachable, transparent, and clear reports detailing our sustainability strategies and performance. As one of the leading producer of plastic medical products, we recognize our responsibility to address environmental concerns while meeting the needs of our customers and stakeholders. With this awareness, we have integrated sustainability practices into every aspect of our operations. From reducing our carbon footprint to promoting environmentally friendly practices in our facilities, we are committed to minimizing our environmental impact. Additionally, we prioritize ethical sourcing of materials and products, ensuring that our supply chain upholds the highest standards of sustainability and social responsibility. As a producer of plastic medical products, we combine the production of high-quality items with energy-efficient and sustainable operations, despite the inherent challenges in our field. We believe that we can create meaningful change and make a positive difference in the world by embracing a culture of innovation.

Kenan Deniz Büyükkakman
CEO



Environment

Use of Material

Throughout our entire production process, we use only certified raw materials. By prioritizing these materials, we uphold our values and contribute to a more sustainable supply chain, increased transparency and a healthier planet. We have obtained certification for recycling the carrier paper used in tube labels. We collect and return these carrier labels to the manufacturer to promote efficient resource utilization.

Within our factory campus, we effectively manage waste by recycling materials generated from production and other areas. Additionally, at our headquarters, we provide dedicated recycling bins. This initiative helps raise sustainability awareness in our daily operations and enhances our overall contribution to recycling efforts.

Through these measures, we demonstrate an environmentally conscious approach and fulfill our responsibility towards a sustainable future.

By choosing our products, you're joining us on a journey toward a more sustainable future and make a positive impact on the world.

Production Process

Our entire production operation is conducted in accordance with ISO 14001 Environmental Management Systems. This standard provides guidance for identifying environmental factors throughout the process, from raw materials to the presentation of the product to the customer. By controlling these factors with the necessary measures, we minimize environmental damage.

Increasing the Share of renewable Energy

Our solar field is just one example of how we are pioneering innovative solutions to environmental challenges. In 2023, we began construction on our solar energy facilities. We support environmental health by producing electricity necessary for our medical device production process in our 3 megawatt solar energy power plant, established on an area of 50.000 m². Our investment for renewable energy not only benefits our operations but also contributes to the broader fight against climate change. Through our efforts in solar energy and sustainability, we are not only producing high-quality medical devices but also contributing to a healthier planet.



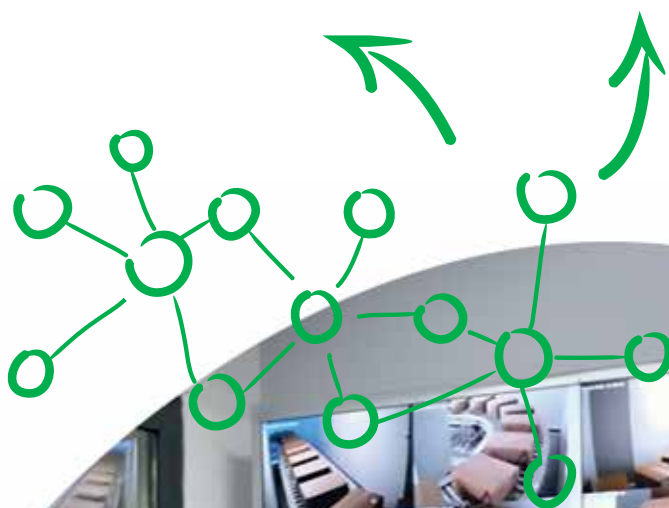
Disera e-Beam Facility



Sterilization Process

In 2023, we launched Turkey's first 10 MeV e-beam sterilization system. Previously, our products had to be transported approx. 600 km to an external sterilization facility. Our in-house sterilization is sustainable as it eliminates the need for long transport routes. Furthermore, our e-beam facility provides services to other companies, enabling businesses in nearby cities to choose local sterilization services rather than transporting their products to distant centers. This contributes to further reducing carbon emissions.

E-beam sterilization allows to minimize chemical usage. Unlike traditional methods that rely on chemical sterilants, e-beam sterilization uses electron beams to kill microorganisms, eliminating the need for harmful chemicals. This reduces chemical waste and emissions, while also decreasing potential risks to human health and the environment. Our e-beam facility minimizes energy consumption and water usage, ensuring efficient operations. By prioritizing energy efficiency and adhering to strict safety standards, e-beam sterilization offers a sustainable alternative to traditional methods.





Ethics

Selection of our Business Partners

Our approach to selecting business partners includes careful consideration of their environmental practices, working conditions and ethical values. We prioritize establishing relationships based on trust and open communication, valuing feedback to continuously improve our business processes. Our goal is to build long-term partnerships.

People

Fair Selection

During our recruitment process, our human resources team prioritizes fair selection based on candidates' knowledge, experiences and competencies. We are committed to provide equal employment opportunities to all individuals, regardless of race, religion, nationality, gender, sexual orientation, gender identity, etc. We believe that diversity enriches us as a team. We value and respect different kinds of experiences, backgrounds and perspectives, which inspire and strengthen us. All recruitment and promotion decisions are based on employees' qualifications and competencies. We strive to create the right work environment by fostering collaboration among individuals with similar qualifications and competencies.

Right Work Environment

One of the most important factors for a company to achieve its vision is to have contented workers. We are aware that creating the right work environment is crucial for the long-term success and sustainability of a company. Therefore, we are committed to providing our employees with the conducive environment they need. We support our employees in collaborating respectfully and fostering open and honest communication. We organize regular training sessions on these topics. In this matter, we aim to foster a culture of trust, respect and collaboration, where every employee feels valued and empowered to contribute their best.



Employee Development

We believe that our company grows as our employees improve themselves. Therefore, we actively support new ideas and encourage our employees to enhance their motivation and skills. One of our primary goals is to make Disera a desirable company to work for, which is why we prioritize understanding and addressing the needs of our employees. After discussing their preferred training programs with the Human Resources department, employees can participate accordingly.

Furthermore, we prioritize language proficiency by offering English lessons once a week during working hours. We are committed to providing opportunities for our employees to enhance their skills, expand their knowledge and achieve their career goals. Through various training programs, mentorship initiatives and continuous learning opportunities, we empower our employees to reach their full potential.

Continuous Improvement

We utilize lean production techniques like "Kaizen" and the "5S Methodology" in our company. These processes are managed by Kaizen and 5S committees comprising Disera's blue and white-collar employees. In 2023, we conducted 360 before-and-after Kaizen sessions, along with 6 Kobetsu Kaizens. Successful Kaizens are recognized and rewarded by our company, encouraging continuous improvement in product quality, production capacity and occupational health and safety.



Occupational Health and Safety

Our employees' safety and health are our top priorities. We provide occupational health and safety trainings as part of our onboarding process. We take all necessary measures to minimize potential hazards in the workplace, while consistently reviewing and enhancing our occupational health and safety performance.

Activities to promote Health

We actively support health life initiatives for our employees. Regularly, we organize tournaments with sports teams formed from each department. These events provide a fantastic opportunity for employees across all levels to come together outside of work, fostering team spirit and promoting a healthy work-life balance. Encouraging our employees to stay active and engaged outside of office hours is also a key focus. In addition to this, we regularly conduct on-site health screenings for our employees and offer incentives for participation.

Additionally, we are also proud to be the jersey sponsor for Tire FK, a team competing in the TFF 3rd League for the 2024-2025 football season. This sponsorship is a meaningful step that highlights the social importance of both sports and health. By supporting Tire FK, we aim to enhance the positive impact of sports on society and promote a culture of healthy living.



VACUSERA



"We are aware of
our responsibilities
to protect our planet
and create a better world
for future generations."



GO GREEN



disera
RESULTS OF THE SCIENTIFIC PROCESS

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