



maru·derm

n a t u r e e m b r a c e s s c i e n c e

Sustainability Report

2025

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Introduction

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About the Report

“Our transparent transformation journey, safeguarding the future from today.”

As a part of the transformation within the beauty industry, we consider adopting sustainability principles as a voluntary responsibility, aiming to contribute to a more equitable, inclusive, and eco-friendly future. Since our inception, we have positioned sustainability not merely as a target to achieve, but as an integral part of our business strategy across environmental, social, and governance dimensions, driven by our approach: **“It’s your story; the future belongs to us all.”** In line with our transparent transformation journey that protects the future from today, we are pleased to transparently share our **first Sustainability Report** with the public.

This report is a step forward in our journey of learning, evolving, and transforming together with our stakeholders. To build a more sustainable future together, we value the contribution and support of our stakeholders at every step of this journey.

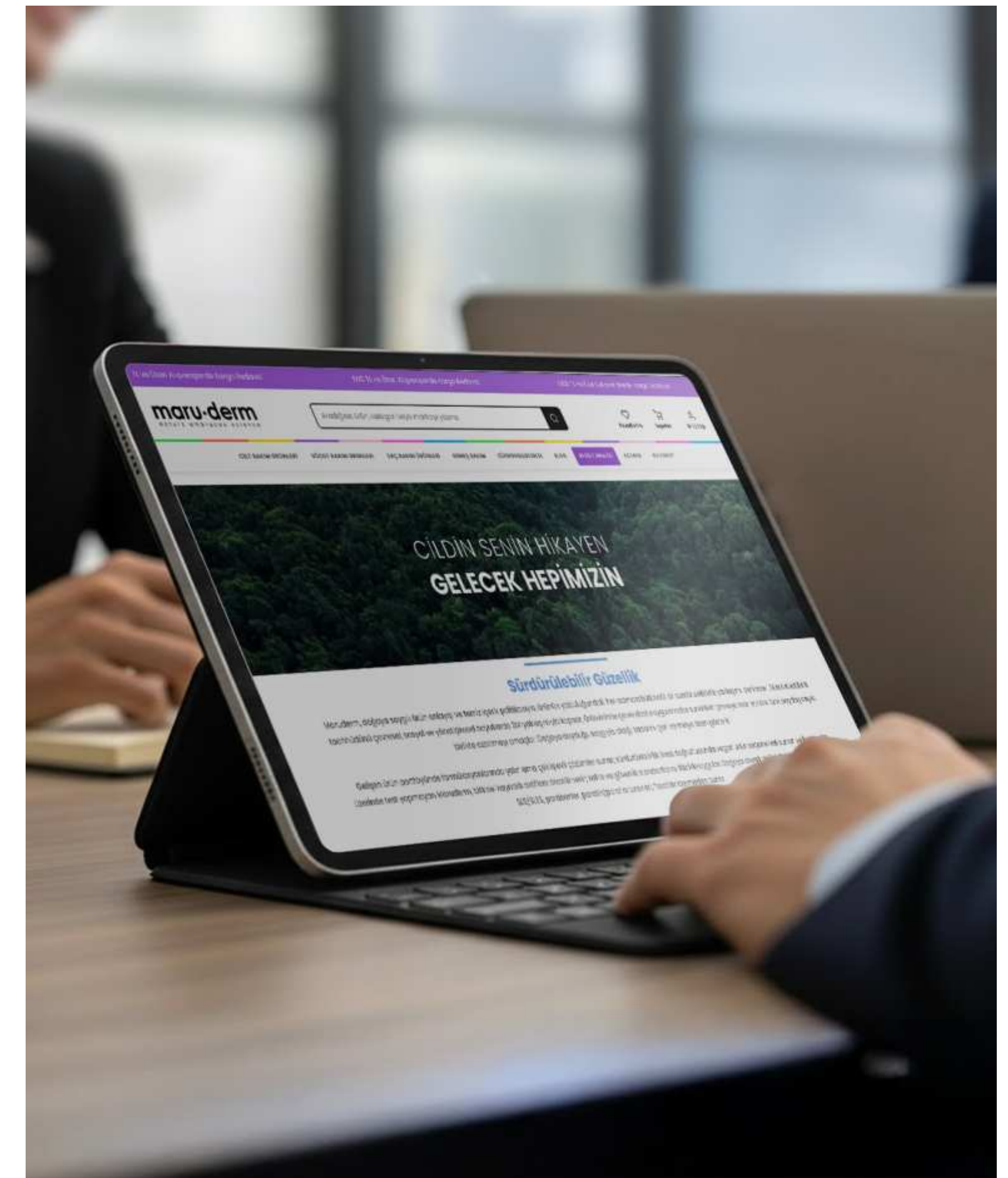
The Maruderm 2025 Sustainability Report covers our activities between January 1 and December 31, 2025. The report includes comprehensive data gathered from all locations and operations under Maruderm Güzellik ve Kozmetik Ürünleri Sanayi Ticaret Anonim Şirketi, aiming to provide a holistic representation of our sustainability performance. Prepared with reference to the Global Reporting Initiative (GRI) Standards, this report declares our strategic approach and goals in the field of sustainability, guided by the UN Sustainable Development Goals (SDGs).

In this report, we evaluate Maruderm’s sustainability strategy under three main pillars:

Maruderm Planet: Our responsible practices in environmental and resource management, alongside our packaging policies,

Maruderm Community: The social value we create for society together with our employees, customers, and business partners,

Maruderm Assurance: Our ethical governance approach, product safety, and ingredient transparency.



For any questions or feedback regarding the report, please contact us at surdurulebilirlik@maruderm.com



Message from the CEO



“We place our respect for nature at the core of our corporate vision.”

Dear Stakeholders,

The foundations of Maruderm were laid at a time when we believed that beauty is defined not just by appearance, but by values. Guided by science and driven by the dream of creating a perspective on beauty that respects both nature and humanity, we grew into a powerful community in a short time. Today, Maruderm is a brand growing on the axis of trust, ethical values, and sustainability, with the understanding of: “It’s your story; the future belongs to us all.” It is possible to see the traces of this responsibility in every formula, every production decision, and every business partnership of Maruderm. Adopting this vision as a core principle, Maruderm has become a brand that makes a difference in its industry through production that is sensitive to nature and society.

The global climate crisis, depleting resources, and social inequalities are no longer just environmental concerns; they are economic and social realities. It is impossible for the business world to remain indifferent to this transformation. However, we have placed sustainability at the center of our roadmap not because we are compelled to, but because we view building a more equitable, inclusive, and livable future as an intrinsic responsibility.

Every investment we have made since our inception is a reflection of this vision. We place our respect for nature at the core of our corporate vision. Our sustainable production approach is reflected not only in our products but across all stages of our operations. In this context, we have initiated efforts to calculate our corporate carbon footprint, because we know that we cannot reduce our impact without measuring it.

The analyses we conduct in energy, packaging, and logistics form the foundation of our transition to a more efficient, low-emission business model. Our goal in this process is not only to minimize our environmental footprint but also to generate economic and social value by strengthening our local supply chain.

Today, Maruderm stands as a brand representing the productive power of Türkiye, reaching consumers in more than 40 countries. This success is not merely the result of commercial growth, but of a value-driven vision built upon science, nature, and sustainability. As we expand in global markets, we continue to propagate our sustainable production principles and responsible supply chain approach, inspiring the beauty industry both locally and globally.

Beyond being Maruderm’s first step in the field of sustainability, this report is a written statement of our commitment to building a better future in the beauty industry. It reflects not only the outcomes of the past year but also our determination to continuously improve our environmental, social, and ethical performance.

Every data point we share transparently brings us one step closer to becoming a more responsible, conscious, and resilient organization. Maruderm’s journey is more than just that of a brand; it is the shared story of a community that believes in nature, science, and sustainability.

I would like to express my sincere gratitude to all my colleagues, business partners, and consumers who have stood by us at every step and written this story together.

Together, we are redefining the future of beauty.

Altuğ Aynur
CEO & Founder



Sustainability Management Message



“We make sustainability the common language of our corporate performance.”

Dear Stakeholders,

We define beauty not solely as an aesthetic standard, but as a profound balance established **between humans, nature, and science**. Since its very first step, Maruderm has acted with the awareness that tomorrow belongs to all of us, reaching more people every day through its clean formulas, ethical production approach, and a value chain that grows stronger by the day.

Today, as a brand operating across all seven regions of Turkey, in over 3,700 points of sale, more than 2,000 pharmacies, and various e-commerce platforms, we strive to make beauty accessible and safe. Meeting consumers in more than 40 countries, Maruderm proudly represents our country in the international arena with its local production power, while embedding environmental and social responsibility at the core of its business model.

As we achieve this dynamic and rapid global growth, we consider it a fundamental responsibility to align and balance our **operational processes with sustainability principles**.

The year 2025 has been a growth-oriented period during which this balance began to be addressed through a more systematic and data-driven approach within our corporate structure. As Maruderm grows, we are transforming sustainability from a standalone departmental goal into the common language of our corporate performance. Driven by this **collective work culture** shaped by the active participation of all our teams, we prioritize interdepartmental collaboration from marketing to logistics, and design to R&D and focus on expanding our Environmental, Social, and Governance targets across the entire organization. To monitor these commitments with concrete steps, we have begun integrating sustainability criteria into a measurable and trackable, KPI-based business model. We are committed to continuous improvement by tracking all our processes against clear targets.

In line with this holistic approach, we have built our sustainability strategy upon **three main pillars; Maruderm Planet**; encompasses our circular design and packaging transformation efforts aimed at reducing our environmental impact.

Maruderm Community; strengthens the bonds we build with our employees, business partners, and society, while creating value through women’s empowerment, awareness projects, and social impact programs. **Maruderm Assurance**; reinforces the reliability of our brand through product safety, ingredient transparency, and ethical governance principles.

As we share our 2025 Sustainability Report, prepared with reference to the Global Reporting Initiative Standards, with the public, we are proud to state that the greatest share in this corporate advancement and the realization of this vision belongs to our dynamic team, **66% of which consists of women**.

I would like to express my sincere gratitude to all my colleagues, business partners, and everyone who trusts our brand for their contributions to these steps that Maruderm is taking toward a more transparent and responsible future.

Ece Nur Balci
Senior Sustainability Specialist



About Maruderm

Guided by science, inspired by nature, and embracing a sustainable approach to beauty, we set out on our journey in November 2021. Under the leadership of our founder, Altuğ Aynur, we view beauty not merely as an aesthetic concept, but as a holistic experience shaped by conscious choices, ethical values, and responsible production.

On this journey launched with the understanding of **“It’s your story; the future belongs to us all,”** we have rapidly transformed into an innovative cosmetics brand making a difference both locally and globally through our minimalist formulations, clean-ingredient approach, and trust-inspiring production standards. We believe that skin health is an accessible right for everyone. Therefore, **by offering clean-ingredient products at fair and affordable prices,** we aim to make beauty accessible to all.

Maruderm’s mission is built upon uniting the purity of nature with the power of modern science. Accordingly, each of our formulas is developed with high scientific precision through collaborations with dermatologists. Driven by our **“Less is More”** philosophy, we offer **streamlined yet multi-functional formulations** stripped of unnecessary ingredients. This approach removes complexity from skin-care, allowing us to provide our consumers with **a simple yet effective care routine.**

Consequently, Maruderm has become a brand that brings together scientific accuracy, natural purity, and the responsibility of sustainability.

Our product portfolio consists of holistic solutions across skin, hair, body, and sun care categories. Our formulations strictly exclude toxic additives; instead, we prioritize botanical active ingredients sourced from the world’s leading suppliers, particularly from France. Each of our products undergoes rigorous dermatological testing for suitability and safety across different skin types, ensuring that we deliver formulas that are not only effective but also provide **long-term benefits.**

Maruderm products are delivered to consumers through pharmacies, retail chain stores, and digital sales platforms. Today, as a brand reaching consumers at more than 3,700 points of sale and in over 2,000 pharmacies across Türkiye, as well as in more than 40 countries, we sustain our presence in both national and international markets through our domestic production power.

Managed from our headquarters in Istanbul, our operations bring Maruderm’s core values to users all around the world.



With every product we offer, we act with the goal of creating a positive impact not just for the skin, but for nature, society, and the future. Guided by science and committed to an eco-conscious and people-oriented manufacturing approach, we aim to transform the principle of **“pure, clean, and sustainable beauty”** into a universal value. Because at Maruderm, we know that beauty is found not only on the skin, but in our choices, our awareness, and the impact we leave behind.



Our Mission and Vision

Our Mission

At Maruderm, we set out with the mission to rediscover the purity of nature in the light of modern science. On this journey initiated in November 2021, we have introduced a natural approach to beauty and embraced a manufacturing mindset that is responsible toward nature, humanity, and the future. With every single product, we unite the miracles of nature with scientific accuracy, supporting skin health through streamlined, multi-functional, and safe formulas developed in collaboration with dermatologists. We strictly exclude harmful ingredients from our formulations; instead, we work with botanical actives sourced from the world's leading suppliers, particularly from France. For us, beauty is not merely an effect visible on the skin, but a holistic integrity shaped by ethical, environmental, and social values.

Therefore, we respect sustainability principles when developing our products, operate with a cruelty-free approach, and offer vegan alternatives. Our goal is to ensure that everyone can confidently access skin health, making beauty accessible to all through clean-ingredient, fairly priced, and eco-conscious products.

Our Vision

Driven by the vision of becoming a global representative of sustainable beauty guided by science and inspired by the purity of nature we maintain a presence in more than 40 countries. Day by day, we deliver an ethical, reliable, and sustainable beauty experience to more people. With our extensive product portfolio across skin, hair, body, and sun care categories, we prove that naturalness, science, and sustainability can coexist harmoniously. As Maruderm, we are determined to shape the perception of beauty not only for today but for tomorrow.

For us, beauty is a comprehensive set of values built upon the guidance of science, respect for nature, and a human-centric approach.





Our Values

1. Guided by Science

Science is the foundation of every formula at Maruderm. When developing our products, we leverage scientific research, dermatological tests, and evidence-based results. Each formula is crafted with ingredients of proven efficacy, and its impact on skin health is rigorously measured.

2. Respect for Nature

Nature is our source of inspiration. We safeguard the balance of nature across all our production processes, prioritizing renewable resources and eco-friendly raw materials. Through recyclable packaging, the use of FSC-certified paper, and our minimalist design approach, we actively reduce resource consumption.

3. Sustainability Driven Production

Sustainability is not merely a goal; it is the cornerstone of how we do business. We measure, improve, and continuously aim to reduce our environmental impacts. From the product life cycle to the supply chain, we take responsible production as our absolute basis at every step.

4. Ethics and Transparency

We are committed to ethical principles across all our operations. No animal testing is conducted at any stage of our product development, and our ingredients are shared with complete transparency. We operate with fair working conditions and reliable business partnerships throughout our supply chain.

5. Accessible Beauty

We believe that beauty is not a privilege, but a right for everyone. By offering clean-ingredient, high-quality products at fair prices, we aim to make beauty accessible to all. We work dedicatedly so that everyone can confidently attain skin health.

6. Social Impact

Maruderm believes that creating social value is an inseparable part of business success. We strengthen our social impact through projects that support women's empowerment, contribute to animal welfare, and raise societal awareness.



Fields of Activity and Product Groups

At Maruderm, we combine a modern dermocosmetic approach with the principles of transparency and efficacy across skin, hair, body, and sun care categories. The focus of our activities is to deliver high-performance and accessible care solutions stripped of complex ingredient lists. Guided by the engineering discipline and scientific R&D activities we have maintained since 2021, we move forward with the vision of becoming one of the pioneers of the “**conscious beauty**” movement in the dermocosmetics sector.

Driven by our “**Less is More**” philosophy, our product portfolio consists of eco-friendly, dermatologically tested formulas that support skin health. Every product across our categories is developed under the guidance of science and in strict alignment with sustainability principles.

SKIN CARE

Cleanser
Toner
Serum
Cream
Mask
Peeling
Skincare Sets



BODY CARE

Body Cream
Body Scrub
Cellulite Cream



HAIR CARE

Shampoo
Conditioner
Hair Mask
Hair Tonic
Heat Protectant
Hair Oil
Travel Size Hair Products



SUN CARE

Sunscreen
Kids Sunscreen
After-Sun Care
Bronzer





Fields of Activity and Product Groups

Skin Care: Where the Purity of Nature Meets the Power of Science

Our extensive skincare range consists of cleansers that purify the skin from impurities, toners that balance pores, intensive serums that deliver targeted solutions, creams that strengthen the moisture barrier, and skin-renewing masks and peelings. We embrace the “clean ingredients” philosophy across all our formulations.

We strictly exclude harmful ingredients such as SLS/SLES, parabens, paraffin, and phthalates, which can fatigue the skin and threaten health. Instead, we anchor our formulas with high-performance, biocompatible botanical actives that support the skin’s natural structure. Our goal is to deliver the pure and effective care your skin truly needs.

Hair Care: Natural Care from Root to Tip

Our haircare category is specifically engineered to enhance the hair’s resilience against genetic and environmental factors. Our collection features anti-hair loss series that strengthen hair strands, restorative masks that restructure damaged hair, anti-dandruff solutions that preserve scalp health, and heat protectants that minimize the damaging effects of styling tools like blow dryers and straighteners.

By blending our nature-driven formulas with modern technology, we provide the intensive care your hair requires without weighing it down, transforming hair health into sustainable beauty.

Body Care: A Smooth Touch on Your Skin

Transforming the body care routine into a wellness ritual, our product range includes body scrubs that gently eliminate dead skin cells, lotions that impart a silky softness, and purifying cleansing products.

Enriched with potent botanical actives, these formulas offer more than just superficial care; they deeply hydrate the skin, help even out skin tone irregularities, and fully meet the essential needs of the body. We leverage the miracles of nature to achieve a more vibrant, firm, and healthy appearance across every area of your skin.

Sun Care: Safe and Comprehensive Protection

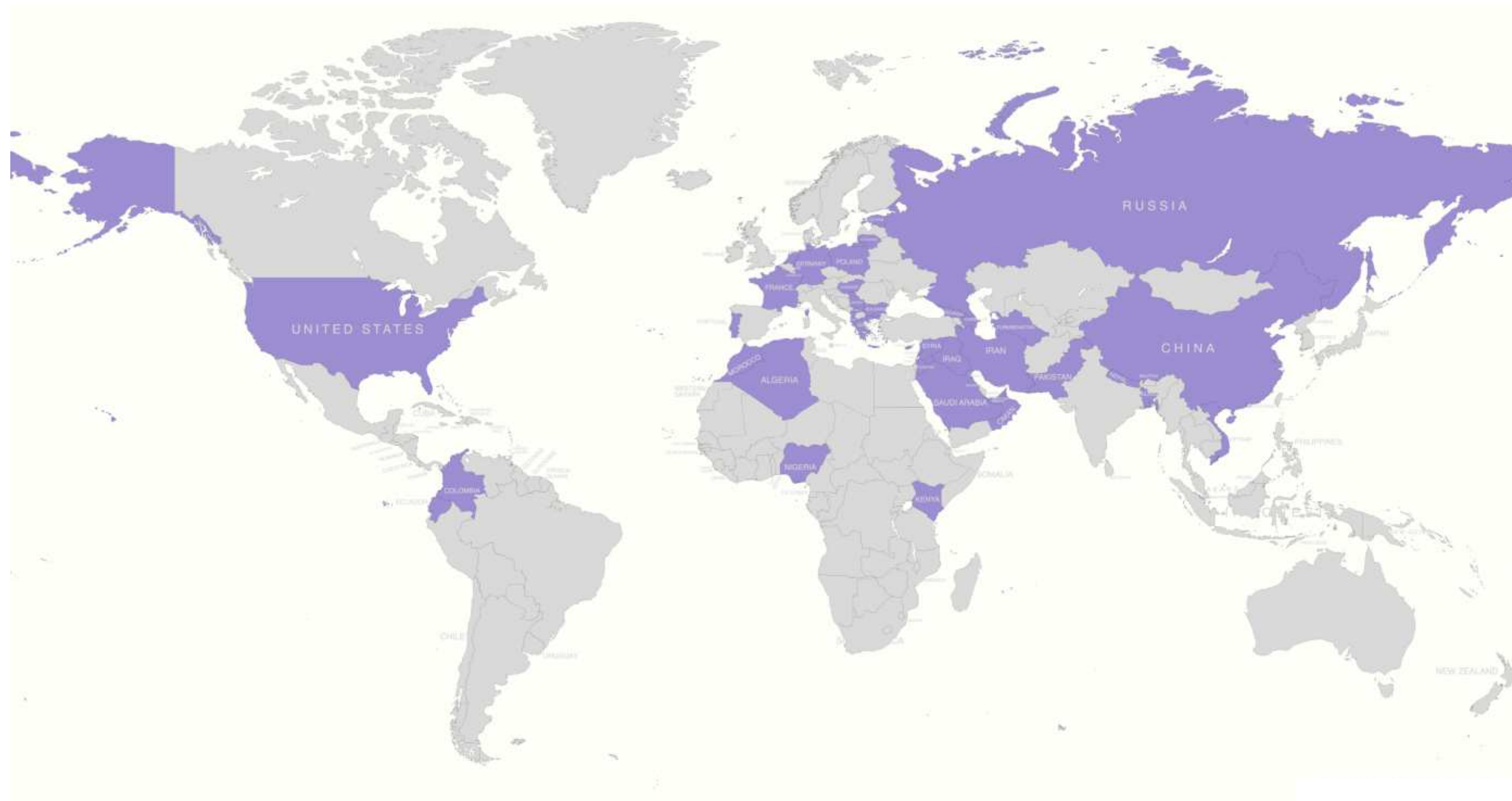
Our sun protection range offers a broad spectrum of solutions, from SPF 50+ mineral-filter sunscreens to tone-correcting formulas that help address skin discoloration. In this category, we focus not only on pre-exposure protection but also on soothing and repairing the skin post-sun.

Through both our protective creams and complementary care products, we shield your skin from UV-induced aging while maintaining the moisture and care balance at the absolute highest level.

Across all our product groups, we aim to make clean-ingredient cosmetics accessible to everyone through our **affordable pricing policy**. In doing so, Maruderm not only delivers effective solutions but also transforms the collective perception of beauty and self-care.



Our Global Reach



We Continued Our Global Growth in 2025.

Countries

Albania · Algeria · Azerbaijan · Bangladesh · Bulgaria · China · Colombia · Cyprus · Ecuador · Estonia · France · Georgia · Germany · Greece · Hungary · Iran · Iraq · Jordan · Kenya · Kosovo · Kuwait · Lebanon · Lithuania · Morocco · Nepal · Netherlands · Nigeria · Oman · Pakistan · Palestine · Poland · Portugal · Russia · Saudi Arabia · Serbia · Syria · Turkmenistan · United Kingdom · United Arab Emirates (UAE) · Vietnam

40+ Countries | 2,000+ Pharmacies | 3,700+ Points of Sale | Continued Global Expansion in 2025

At Maruderm, since our inception, we have aimed to be the representative of natural beauty not only in Türkiye but across the entire globe. Our journey, which began in 2021, continues today across five continents in more than 40 countries. Guided by science and driven by our eco-conscious and people-oriented manufacturing approach, we deliver our vision to millions of consumers on a global scale. Today, we maintain an international and national omnichannel presence with more than 3,700 points of sale, over 2,000 pharmacies in Türkiye, and robust online channels via major e-commerce platforms. Our product portfolio, developed by considering local needs, is tailored to fit different climates, cultures, and skin types, popularizing the “clean-ingredient” perception of beauty in every market we enter. As Maruderm expands in global markets, it keeps sustainability, ethical values, and stringent quality standards at the absolute center of its business model. Through the strategic collaborations we establish, we carry our principles of scientific accuracy, environmental sensitivity, and sustainable production to all four corners of the world.



Our Global Reach

 Albania	 France	 Kuwait	 Poland
 Algeria	 Georgia	 Lebanon	 Portugal
 Azerbaijan	 Germany	 Lithuania	 Russia
 Bangladesh	 Greece	 Morocco	 Saudi Arabia
 Bulgaria	 Hungary	 Nepal	 Serbia
 China	 Iran	 Netherlands	 Syria
 Colombia	 Iraq	 Nigeria	 Turkmenistan
 Cyprus	 Jordan	 Oman	 United Arab Emirates
 Ecuador	 Kenya	 Pakistan	 United States of America
 Estonia	 Kosovo	 Palestine	 Vietnam

+40



2025 Highlights



3M+
CUSTOMERS



4
PRODUCT CATEGORIES
97
PRODUCTS



95
VEGAN PRODUCTS



OPERATIONS IN
40+
COUNTRIES
(A 50% INCREASE COMPARED TO
THE PREVIOUS YEAR)



3,700+
POINTS OF SALE



2,000+
PHARMACY SALES
POINTS



44
TOTAL EMPLOYEES
(A 25% INCREASE
COMPARED TO THE
PREVIOUS YEAR)



66%
WOMEN



34%
MEN



8
HOURS OF OHS
TRAINING PER
EMPLOYEE



MAIA
OUR AI BRAND
AMBASSADOR



ESTABLISHMENT OF
THE SUSTAINABILITY
DEPARTMENT



ELIMINATED
SECONDARY
PACKAGING FOR
15 PRODUCTS



PREVENTED
16 tCO₂e
OF GHG
EMISSIONS



REDUCED PACKAGING
MATERIAL
USAGE BY **6.4** TONS



SAVED
108
TREES FROM
BEING CUT DOWN



100% FSC-CERTIFIED
PACKAGING ACROSS
ALL BOXED
PRODUCTS



INITIATED ISO 14064-1
CORPORATE
CARBON FOOTPRINT
CALCULATION



HAYTAP



TURKISH CANCER
SOCIETY



NEEDS MAP



Our Journey

On our journey initiated under the guidance of science, we demonstrate steady growth by monitoring our annual milestones through measurable data. While expanding our product portfolio since our inception, we have strengthened our presence both in Türkiye and in international markets without compromising our accessible dermocosmetics philosophy. We evaluate our development not merely by the number of products, but through the countries we enter, the collaborations we establish, our social contributions, and the structural steps we take with a focus on sustainability. This roadmap, shared under the title of “Maruderm by the Numbers,” reveals our brand’s growth process from 2021 to 2025 with a data-driven, strategic, and long-term approach to value creation.



2021

- Maruderm Cosmetics was founded.
- 15 new SKUs in the skincare category were introduced to the market.



2022

- 10 new SKUs were added to the skincare portfolio.
- Entered 5 new countries as part of export operations.



2023

- Signed a strategic collaboration with the Turkish Cancer Society in line with our social value vision.
- Launched 10 new SKUs in the skincare category, while the haircare portfolio expanded to reach 14 SKUs.
- Launched on-campus university initiatives to strengthen connections with young demographics.
- Expanded into 10 new countries, bringing the total number of export markets to 25.



2024

- Launched the “MaruDerm Talks” content series featuring dermatologists to raise consumer awareness.
- Introduced 10 new SKUs in skincare and 8 new SKUs in body care to the market.
- Partnered with Needs Map in a meaningful collaboration to support the well-being of women in the earthquake-affected region.
- Resolutely continued social impact and solidarity projects in partnership with the Turkish Cancer Society.
- Released the brand’s first commercial film.
- Signed agreements with Hazal Subaşı and İlayda Alişan as the first faces of the brand.
- Premiered the brand’s first overseas commercial film in Hong Kong as part of global communication efforts.
- According to Nielsen YTD 2024 Total Perfumery data, Maruderm Vitamin C Serum became the best-selling product of the year in the 30 ml serum category in Türkiye.
- According to Nielsen YTD 2024 Total Perfumery data, Maruderm won the title of Türkiye’s best-selling serum brand in the 30 ml serum category.



2025

- Commenced retail and sales operations through the pharmacy channel.
- Increased the number of SKUs in the sun care category from 5 to 12.
- Created “MAIA,” the brand’s first artificial intelligence face.
- Released the brand’s first AI-powered commercial campaign, “O Yaz Bu Yaz”.
- Established the Sustainability Department in line with our vision of adding value to the future.
- Reached a network of 2,000 pharmacies as of the end of June.
- Entered 15 new international countries, driving the total number of export destinations to 45.



Corporate Memberships and Collaborations



NEEDS MAP



HAYTAP
(ANIMAL RIGHTS FEDERATION)



KÜAD
(COSMETIC MANUFACTURERS AND RESEARCHERS ASSOCIATION)



TURKISH CANCER
SOCIETY

At Maruderm, we operationalize our sustainable beauty approach not only within our own business activities but also through the powerful collaborations we establish with our stakeholders. In line with our management mindset that places environmental, social, and ethical values at the absolute center of our business, we forge long-term partnerships with sector representatives, non-governmental organizations, and social enterprises, thereby infusing the concept of beauty with a profound societal purpose.

Our corporate memberships and multi-stakeholder collaborations stand as a clear testament to Maruderm's vision of driving social value alongside commercial growth. The initiatives we carry out with each partner contribute directly to the three main pillars of our sustainability strategy: Maruderm Planet, Maruderm Community, and Maruderm Assurance.



Awards



2022
Trendyol Star Awards:
Best Campaign Management

2024
Watsons Beauty and
Personal Care Awards:
Best Facial Care Product
Salicylic Acid Cleansing Gel for
Combination and Oily Skin

2025
Watsons Beauty and
Personal Care Awards:
Best Facial Care Product
Hyaluronic Acid Moisturizing
Face & Body Cream

2025
Watsons Beauty and
Personal Care Awards:
Best Cleansing Product of the
Year Pure Cleansing Oil



Sustainability Governance

- OUR SUSTAINABILITY STRATEGY
- OUR SUSTAINABILITY GOVERNANCE
- OUR SUSTAINABILITY COMMITMENT
- OUR SUSTAINABILITY POLICY AND OPERATIONAL RESPONSIBILITIES
- OUR MATERIALITY TOPICS
- OUR STAKEHOLDER RELATIONS
- SUSTAINABILITY COMMUNICATION



Our Sustainability Strategy

At Maruderm, we view sustainability not merely as a project, but as a core management approach that defines the very way we do business. Accordingly, we build our corporate strategy upon minimizing our environmental impact, driving social value, and demonstrating a transparent governance model.

We address our strategy, the guiding light of our sustainability journey, under three primary focus areas, blending them harmoniously with our environmental, social, and governance (ESG) priorities: Maruderm Planet, Maruderm Community, and Maruderm Assurance. This strategic framework, which we define as the **“3M Approach,”** enables us to create sustainable value across our entire value chain, from the raw materials of our products to the end consumer.



Maruderm Planet:

Covers our brand’s priorities focused on environmental and resource management. Topics such as the climate crisis, water stewardship, packaging, and waste management play a critical role not only in reducing our environmental footprint but also in strengthening our long-term business continuity, regulatory compliance, and consumer trust. Since these areas directly influence every stage of the product life cycle, they form the bedrock of our sustainability strategy.



Maruderm Community:

Encompasses our brand’s priorities centered on people and society. The safety and well-being of our employees, fair labor conditions across the supply chain, a culture of diversity and inclusion, and the relationships we cultivate with communities are not just our ethical responsibilities; they are also fundamental elements of our brand reliability and long-term success strategy. The steps we take in these areas strengthen the motivation of our workforce while making our social contribution tangible and visible.



Maruderm Assurance:

Focuses on our brand’s priorities regarding product safety, ingredient transparency, ethical business conduct, and robust governance. Developing safe products that safeguard consumer health, upholding ethical standards in business processes, ensuring personal data security, and practicing transparent sustainability governance are far more than mere compliance obligations; they are critical cornerstones for customer trust and brand reputation. These areas both reinforce Maruderm’s credibility in the sector and ensure the establishment of long-term relationships with its stakeholders.



Our Sustainability Governance

Our sustainability governance model transcends traditional hierarchical approval mechanisms, building instead upon a transparent and flat communication network where all departments actively participate. In order to effectively reflect our sustainability responsibility across all operational processes, we established our Sustainability Department in 2025. With this new structure, rather than treating sustainability as an isolated unit, we have positioned it as the strategic hub of all our corporate operations.

Within this organizational framework, we aim to foster a collective working culture by shifting cross-departmental interaction onto a horizontal plane. Consequently, our sustainability approach is holistically integrated into every link of our value chain and the business conduct of every single unit spanning from the initial phases of product development to packaging design, and from raw material sourcing to logistical operations.

At the highest tier of our governance structure, our Founder and General Manager demonstrates visionary leadership in defining sustainability strategies, overseeing implementation, and tracking targets. Meanwhile, our Sustainability Department acts as a vital bridge across all business units, ensuring strategic coordination and maintaining the continuity of our horizontal communication network.





Our Sustainability Commitment

We view sustainability not merely as a goal, but as a reflection of our deep-rooted responsibility toward nature and society. **Driven by this awareness, we commit to manufacturing clean-ingredient and affordably priced dermocosmetic products, delivering them to consumers through the most reliable channels.**

At every step of our brand journey, we aim to combine the purity of nature with the power of science to stand as a **global representative of sustainable beauty**.

A Holistic Commitment Through the 3M Approach

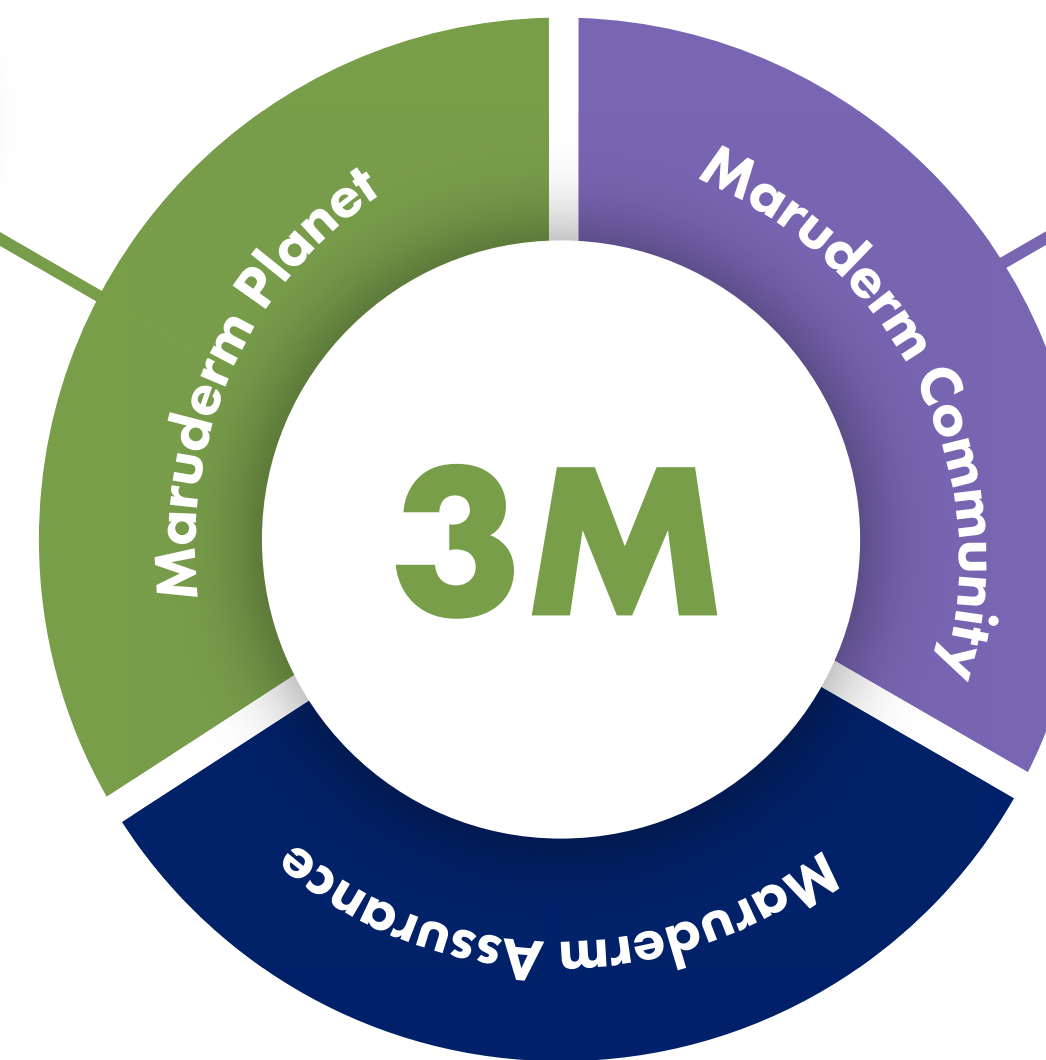
We encompass our sustainability commitment across Environmental, Social, and Governance (ESG) dimensions through our proprietary 3M Approach:

Pure and Clean Beauty

Embodying our approach of “It’s your story; the future belongs to us all,” and remaining acutely aware that natural resources are finite, we focus on delivering better solutions for today and tomorrow. By making our corporate sustainability approach an inseparable part of our management mindset, we accept environmental protection, animal welfare, and social impact as our fundamental responsibilities.



We aim to adapt to climate change, enhance resource efficiency, and minimize our environmental footprint throughout the entire product life cycle.



We prioritize developing initiatives that enhance the well-being of our employees, ensure equal opportunity in women’s employment, and strengthen social solidarity.

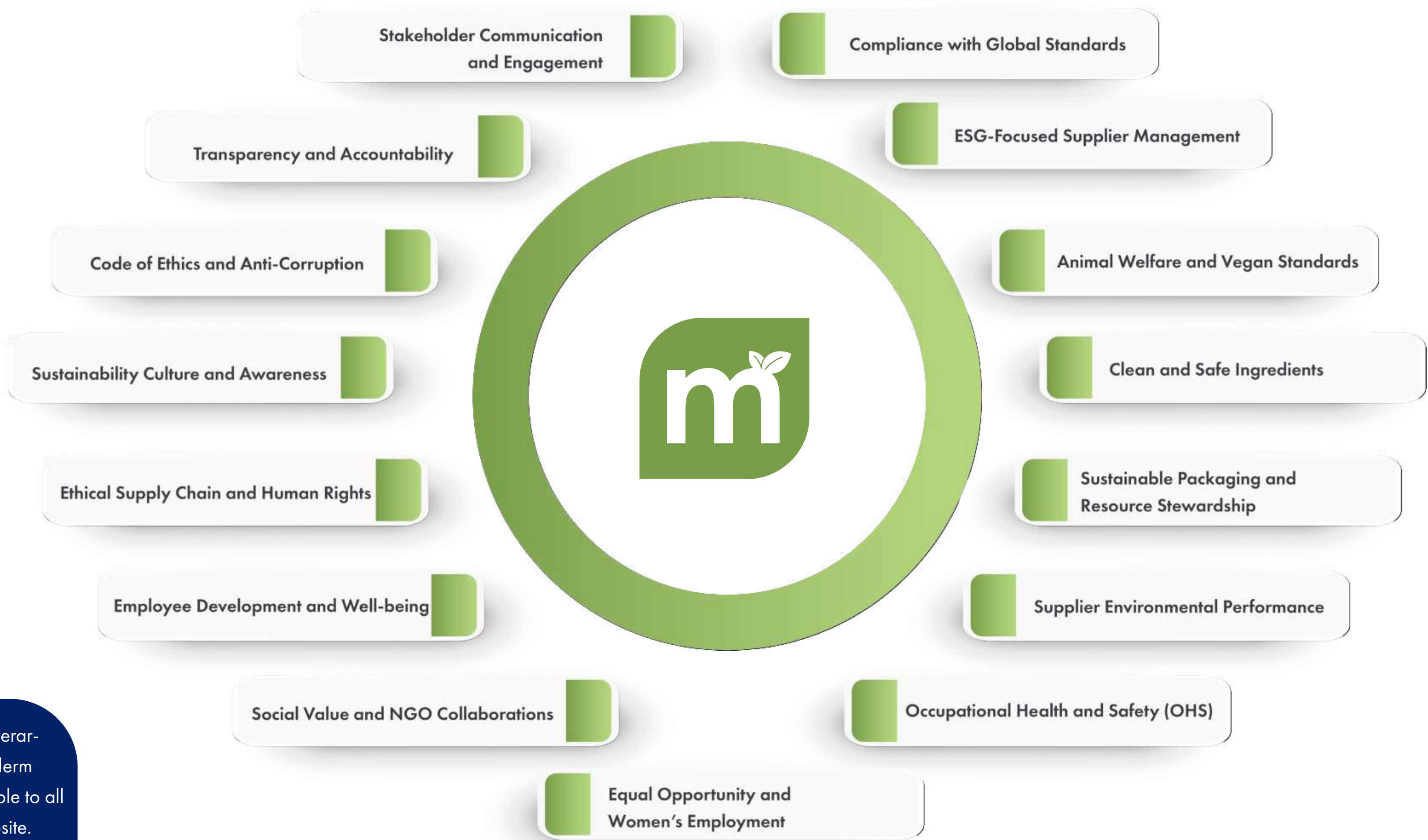


We guarantee the creation of transparent value for our stakeholders and society through our product safety, ingredient transparency, and ethical business conduct.





Our Sustainability Policy and Operational Responsibilities



Developed on the foundation of our overarching sustainability strategy, the Maruderm Sustainability Policy is publicly accessible to all our stakeholders on our corporate website.



Our Sustainability Policy and Operational Responsibilities

At Maruderm, we view our sustainability targets not merely as a high-level corporate strategy, but as a core business discipline shared across the collective responsibility of all our departments. We execute our **Environmental, Social, and Governance (ESG)** focused operations in strict alignment with the following core principles:

ENVIRONMENTAL & MARUDERM PLANET



Our operational responsibilities dedicated to preserving natural resources and minimizing our environmental footprint involve:

- Continuously monitoring energy consumption and carbon emissions across all operational processes; coordinating robust data collection and analysis to establish measurable reduction targets.
- Reporting waste types and quantities on a monthly basis, treating waste management through a “circular economy” lens, and developing packaging innovations that reduce material mass and prioritize recyclability.
- Performing strategic route optimization across our distribution and logistical networks to actively lower our logistics carbon footprint and ensure optimal resource efficiency.
- Evaluating the environmental performance of our upstream business partners and giving strict priority to raw materials derived from biodiversity-preserving sources.

SOCIAL & MARUDERM COMMUNITY



Our social responsibilities undertaken to champion people-centric development and drive societal value involve:

- Cultivating a corporate culture that actively champions women’s employment and guarantees equal opportunity at every level, with a firm commitment to increasing our female employment ratio year-over-year.
- Deploying advanced training and career development programs that support the professional progress and holistic well-being of our workforce.
- Organizing internal training programs focused on raising sustainability awareness, embedding this progressive mindset into the very core of our corporate identity.
- Coordinating high-impact social projects in collaboration with NGOs to elevate public awareness and community welfare.
- Enforcing a zero-tolerance policy against child labor across our entire supply chain and rigorously auditing our suppliers for ethical and fair working conditions.

GOVERNANCE & MARUDERM ASSURANCE



Our governance responsibilities focused on maintaining transparency, product safety, and ethical management standards involve:

- Enhancing overall product quality without compromising our strict clean ingredients policy; overseeing rigorous ingredient transparency and raw material safety verification protocols.
- Developing progressive packaging solutions that systematically reduce plastic consumption and actively incentivizing the integration of sustainable raw materials.
- Auditing all operations for full compliance with anti-bribery and anti-corruption policies; ensuring absolute alignment with the principles of the UN Global Compact and evolving international standards.
- Embedding explicit ESG criteria into our supplier evaluation frameworks and utilizing our flat cross-departmental communication networks to track and assess sustainability benchmarks.
- Disclosing our sustainability performance through transparent, data-driven reporting and dynamically integrating stakeholder expectations into our overarching management strategy.



Our Materiality Topics

The effective management of sustainability performance and the strategic allocation of corporate resources toward areas with the highest value-creation potential rely heavily on a transparent prioritization analysis. At Maruderm, we firmly believe that the success of our sustainability strategy depends on accurately evaluating both our stakeholders' expectations and our company's operational impacts. To this end, in 2025, we conducted a comprehensive Materiality Analysis guided by international GRI and ESRS standards.

Methodology and Process

- ✓ We examined sector trends, global sustainability agendas, and evolving regulations to establish a broad universe of topics encompassing all Environmental, Social, and Governance (ESG) dimensions.
- ✓ We evaluated each topic based on both its impact on the environment and society, and its reflections on Maruderm's financial risks and opportunities. By categorizing these insights, we determined 16 core material topics that Maruderm will focus on in the coming years.
- ✓ We identified our internal and external stakeholder groups representing every link of the value chain, including our employees, suppliers, NGOs, business partners, dermatologists, local authorities, and campus representatives. From these groups that form the Maruderm community, we compiled a target stakeholder list of 2,000 individuals.
- ✓ We designed a comprehensive survey featuring 60 performance indicators mapped across our 3M Focus Areas: Maruderm Planet, Maruderm Community, and Maruderm Assurance. Sent to the stakeholder list, the survey secured feedback from 840 respondents (a 42% response rate) utilizing a 1–5 Likert scale.
- ✓ To deepen the survey insights and dissect operational barriers and opportunities, we conducted strategic focus group discussions with the senior executive management team.
- ✓ Data scored across the dual axes of "corporate priority" and "stakeholder priority" were visualized onto a Materiality Matrix, cementing the focal topics that anchor our sustainability strategy.

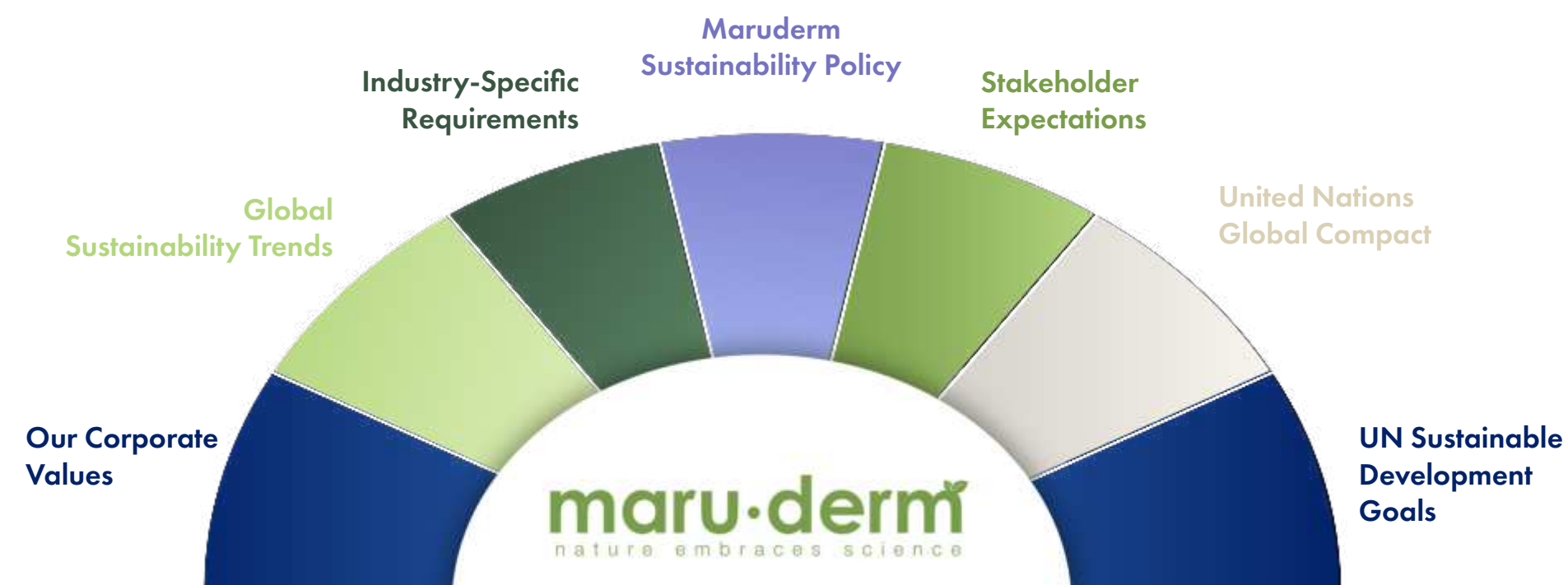
Sources Referenced in Defining Our Sustainability Priorities



The material topics defined through this systematic approach were grouped under our Maruderm Planet, Maruderm Community, and Maruderm Assurance pillars. They now form the absolute baseline for the company's 2025–2030 sustainability targets and measurable Key Performance Indicators (KPIs).

Sources Referenced in Defining Our Sustainability Priorities

Sources Referenced in Defining Our Sustainability Priorities



Environmental Priorities:

Eco-Friendly Design
Sustainable Raw Material Sourcing
R&D and Innovation Investments

Social Priorities:

Women's Employment
Psychosocial Risks and Holistic Well-being
Equality in Recruitment
Social Impact Measurement
Anti-Discrimination

Governance Priorities:

Cruelty-Free Practices
Ingredient Transparency
Product Safety Testing
Feedback Mechanisms
Adverse Effect Management
Digitalization and Experience
Data Privacy
Grievance Management



Based on the results of the analysis detailed above:

The upper-right quadrant of our Materiality Matrix represents topics of the highest mutual priority for both Maruderm and our stakeholders, forming the core foundation of our sustainability strategy.



Our Stakeholder Relations

We firmly believe that the success of our sustainability journey depends not only on our internal operations but also on the transparent, continuous, and trust-based communication we cultivate with all the stakeholders with whom we co-create value. Accordingly, we establish active two-way communication with all our stakeholder groups ranging from our employees to our consumers, and from our suppliers to our business partners and dynamically integrate their feedback into our corporate decision-making processes.

We conduct our stakeholder engagement in a structured and continuous manner through diverse online and offline channels, including surveys, email communications, meetings, and social media platforms. The insights and feedback we secure through these structured networks constitute a vital input for refining our sustainability strategy and driving the continuous improvement of our operational processes.

Our Key Stakeholders





Our Stakeholder Relations

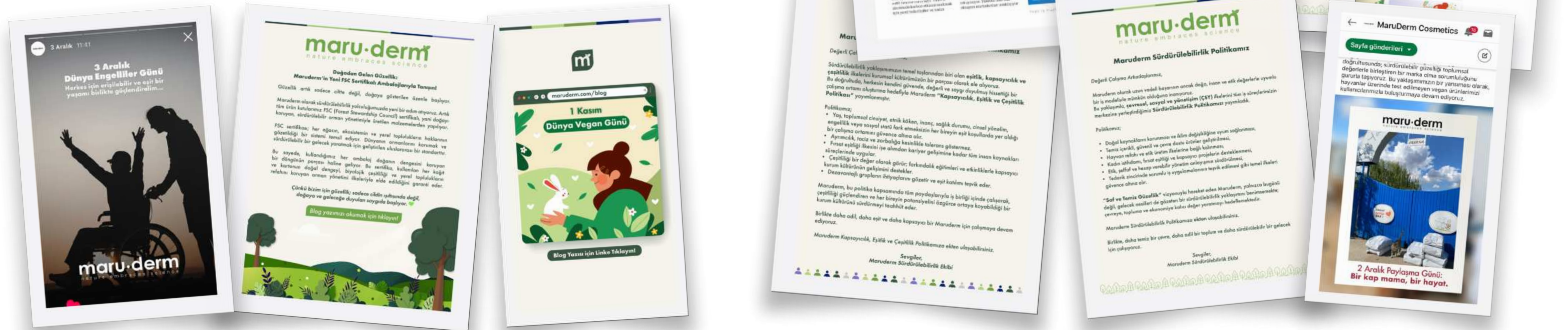
Stakeholder	Communication Method	Communication Frequency
Customers	Email communication, social media interactions, website contact forms, campaigns	Continuous / As Needed
Employees	Internal communication emails, meetings, trainings, performance and feedback reviews, internal announcements	2–3 Times a Week / Regularly
Suppliers	Email and telephone correspondence, supplier meetings, contract and auditing processes	3–4 Times a Month / Regularly
Business Partners	Email, face-to-face and online meetings, business development and project discussions, B2B meetings, trade fairs	2–3 Times a Week / Regularly
Dermatologists	Scientific collaborations, meetings, trainings, product information presentations, social media content, congresses, conferences	3–4 Times a Month / Regularly
Pharmacies	Sales and briefing meetings, email communication, field visits, training sessions	Continuous / Daily
Universities	Project collaborations, internship and campus initiatives, seminars, events	Periodically / As Needed
Service Providers	Email and telephone correspondence, operational meetings, contract management	Regularly / As Needed
Regulatory Bodies	Official correspondence, audits, reporting processes, meetings	Once a Month / Regularly
Research Institutions	Research and analysis studies, data sharing, meetings	Regularly / As Needed
Non-Governmental Organizations	Project meetings, collaboration protocols, field studies, regular communication	Periodically / As Needed
Media & Press	Press releases, interviews, media meetings, digital communication	Once a Week / Regularly



Sustainability Communication

To ensure that our sustainability paradigm becomes an inseparable component of our corporate culture and to facilitate a transparent flow of information with our ecosystem, we implement a planned and regular sustainability communication model throughout the year. Within this framework, our sustainability targets, ongoing and completed projects, multi stakeholder collaborations, events, and latest sustainability focused developments are shared with all internal and external stakeholders through a weekly sustainability newsletter. This content is systematically reinforced with informative texts, awareness raising materials, and corporate blog posts to ensure a regular and structured disclosure of our corporate progress in the field of sustainability.

In our public outreach strategy, sustainability themed blog posts published on our official website serve as a core instrument. These insights are distributed to wider stakeholder audiences through weekly mailing campaigns and tailored social media distributions. Across our social media networks, particularly via Instagram, we routinely publish informative content to make our sustainability initiatives, environmental and social impact footprints, and best practice examples highly visible.





Maruderm Planet

- OUR ENVIRONMENTAL TARGETS
- CLIMATE CRISIS AND CARBON EMISSIONS
- ENERGY AND RESOURCE EFFICIENCY
- CIRCULAR ECONOMY AND SUSTAINABLE PACKAGING MANAGEMENT
- SUSTAINABLE PRODUCTS AND R&D
- BIODIVERSITY



Our Environmental Targets

At Maruderm, we view the world we inhabit not merely as an external environment, but truly as **“our own planet.”** Driven by the acute awareness that we are an intrinsic part of the ecosystem at every point of our operations, we accept it as our most fundamental responsibility to minimize our operational footprint on the planet and to measure this impact with complete transparency.

Grounded in our core principle, **“It’s your story; the future belongs to us all,”** we believe that a sustainable future is only achievable through a healthy ecosystem. Therefore, while preparing our inaugural sustainability report, we are meticulously calculating our corporate carbon footprint arising from our manufacturing and operational processes within the scope of **ISO 14064-1** standards. For us, this measurement is far more than a simple dataset; it is the cornerstone of the strategic roadmap we are building to systematically reduce our emissions, utilize our resources with maximum efficiency, and play an active role in combating the climate crisis. Mitigating our environmental impact is a core component of Maruderm’s purpose and a solemn duty we owe to future generations.

MARUDERM PLANET

Target	Action
To reduce packaging consumption and eliminate unnecessary material use.	Determine the amount of packaging used on a product and operation basis starting from 2025.
To completely eliminate or simplify packaging for products that can be sold without packaging.	Eliminate packaging for at least 5 products by the end of 2026. Reduce the amount of packaging for newly launched products.
To standardize the use of FSC certified paper and cardboard packaging across all products.	Mandate the use of FSC certified paper for all new product packaging and shipping boxes.
To introduce Refillable packaging options to the product portfolio.	Launch refillable alternative packaging for at least 1 product group by the end of 2030.
Implementing a Sustainable Procurement Policy.	Cooperate exclusively with upstream suppliers that strictly align with our Implementing a Sustainable Procurement Policy criteria.
To evaluate collaboration opportunities with local producers and women’s cooperatives.	Provide active, structured support to at least 1 women’s cooperative throughout the year.
Corporate footprint calculation.	Calculate the corporate carbon footprint annually in accordance with ISO 14064-1 and establish emissions-reduction targets.
Clean and environmentally friendly formulations.	Develop 100% microplastic-free formulas across the portfolio. Drive the overall vegan product ratio to reach 100% by 2030.





Climate Crisis and Carbon Emissions

We view the climate crisis not merely as an environmental challenge, but as a critical area of responsibility that threatens the shared future of all living beings. We are deeply aware of the footprint our business activities leave on the planet. In order to minimize this footprint and initiate a sustainable transformation, we adopt a measurable, data-driven, and transparent strategy regarding emissions management.

Accordingly, as of 2025, we have placed every stage of our operational processes under scrutiny and commenced the systematic monitoring of our carbon footprint. To fully comprehend our impact not just within our immediate operations but across every link of our value chain we calculated our Scope 1, 2, and 3 greenhouse gas emissions within the strict framework of the ISO 14064-1 standard.



Our primary focus centers on continuous improvement initiatives geared toward boosting energy efficiency throughout our manufacturing and operational pipelines. We routinely track the greenhouse gas emissions arising from the energy sources consumed in our facilities and our logistical networks. To gradually mitigate these emissions, we are actively integrating alternative clean energy options and low-carbon logistics models into our strategic corporate planning.

Furthermore, by shrinking our packaging footprint through our circular economy approach, we aim to minimize indirect emissions derived from waste management. At Maruderm, we constantly evaluate our ecological footprint and optimize all our processes in light of these verified datasets. While strengthening our internal carbon asset management, we do not restrict our focus to internal operations alone; we aim to foster a collective climate consciousness across our entire value chain through robust engagement with all our stakeholders.

The following profile table transparently discloses our corporate emissions data resulting from our 2025 fiscal operations:

Emissions Source	2025
Scope 1 (tCO ₂ e)	38.06
Scope 2 (tCO ₂ e)	10.43
Scope 3 (tCO ₂ e)	115.08
Total (tCO ₂ e)	163.57



Energy and Resource Efficiency

The cosmetics sector inherently demands precise climate-controlled storage and dynamic logistical pipelines to preserve product integrity, making energy asset management a highly strategic priority. At Maruderm, we operate under the core principle of **resource efficiency** not only within our clean product formulations but also across the entire operational matrix that delivers these products to our consumers.

The fiscal year 2025 marked a period of significant expansion in Maruderm’s global journey. As an integral part of this growth strategy, our warehouse relocations and the square-meter expansion of our operational facilities naturally introduced an upward trajectory in our total energy consumption volumes. The largest share of our energy demand stems from our logistics and distribution operations, where products must be preserved under optimal, climate-controlled conditions.

However, our primary benchmark for success resides in our energy intensity metrics rather than gross consumption volumes. Despite the substantial increase in our total square footage and transaction volumes, we successfully maintained and, through targeted efficiency initiatives, systematically reduced the amount of energy consumed per unit area or product. This operational decoupling stands as the most tangible proof that Maruderm successfully optimizes its ecological burden on the planet while scaling its global presence.



To effectively manage our energy demand and shrink our corporate carbon footprint, we deploy smart, automated solutions across our office and warehousing infrastructure:

Smart Lighting Infrastructure: We utilize motion-sensor automated lighting arrays across our fulfillment centers to eliminate unnecessary electricity draw.

Energy-Efficient Hardware: We have retrofitted our entire illumination infrastructure with high-efficiency LED technologies, minimizing lighting-derived power consumption.

Operational Process Optimization: We manage our resources with maximum precision by implementing advanced route optimization across our logistics networks and executing energy-efficient storage zoning techniques.

Electricity Consumption (kWh)			
	2023	2024	2025
Total Electricity Consumption (kWh)	1,500	15,000	23,917.44
Electricity Intensity (kWh/m2)	3.75	13.04	10.18

Circular Economy and Sustainable Packaging Management

Due to rigorous aesthetic expectations and strict product safety requirements, the beauty sector stands globally as one of the most packaging-waste-intensive industries. At Maruderm, we believe that packaging must evolve beyond a simple protective barrier to become an intrinsic driver of the circular economy. Throughout our entire pipeline from manufacturing to final consumption, our core priorities center on reducing waste at its source, keeping materials in active circulation, and preserving vital natural resources.

A “Less is More” Approach to Packaging Optimization

To optimize the volume of packaging delivered to our consumers, we eliminated secondary outer packaging boxes across 15 different SKUs where we verified that the products could be safely distributed without them specifically within our Body Scrub, Hair Tonic, Hair Mask, and Hair Conditioner product groups. This structural simplification achieved far more than a simple aesthetic transformation; it drove a measurable, positive environmental impact:

- ✓ Helped prevent the harvesting of an estimated 108 trees.
- ✓ An estimated 16 tCO₂e of greenhouse gas emissions were avoided.
- ✓ Reduced overall packaging material usage by 6.4 tons.

Sustainable Forest Stewardship and FSC Certification

To safeguard forest ecosystems across our paper and cardboard supply chains, we recognize the FSC (Forest Stewardship Council) certification as a mandatory corporate standard. By prioritizing raw materials derived from sustainably managed forests, we actively support the preservation of biodiversity and uphold the rights of indigenous local communities. In line with this commitment, as of 2025, 100% of our product boxes are manufactured exclusively from FSC-certified paper. Our target for 2026 is to complete the transition of all shipping boxes and PR distribution packaging to FSC-certified materials.



Circular Economy

Sustainability at Maruderm does not merely exist on retail shelves; it anchors our fulfillment centers and logistics networks. We deploy the following operational protocols to systematically minimize waste generation and champion the circular economy:

- Structured Reuse:** We reuse our product transit and master cartons 2 to 3 times, meticulously tracking their wear and tear index. This protocol substantially drives down our demand for new cardboard boxes and curtails gross waste volumes.
- Eco-Friendly Materials:** We utilize kraft paper materials for our direct-to-consumer shipping boxes instead of plastic derivatives, ensuring a significantly higher and easier recyclability rate.
- Licensed Recycling Partnerships:** 100% of the packaging waste segregated across our logistics and warehousing operations is funneled back into the economy through licensed recycling vendors.

The table below transparently details the quantities of packaging waste diverted from landfills and successfully recovered for recycling throughout our 2025 operations:

Packaging Waste Recycling Amounts	
Type of Waste	2025
Paper (kg)	4,264
Plastic (kg)	723
Mixed Material (kg)	1,851



Sustainable Products and R&D

At Maruderm, beauty begins with a healthy skin barrier and the scientific data that safeguards it. When engineering our products, we look beyond fleeting trends; instead, working shoulder-to-shoulder with dermatologists, we place real skin concerns and physiological needs at the absolute center of our development pipeline. Every formula we introduce is the direct result of evidence-based research and meticulous R&D processes executed under rigorous laboratory conditions. This unwavering scientific discipline guarantees that our formulations are not merely effective, but structurally engineered to deliver long-term safety and reliability.

The expertise cultivated within our laboratories instills professional trust at every touchpoint with our consumers. The positioning of our product portfolio within the specialized dermocosmetics segment in pharmacies stands as the most tangible proof of our scientific precision and the endorsement our solutions receive from medical experts. When fused with expert pharmacist consultation, our formulas provide conscious consumers with a skincare routine anchored simultaneously in health optimization and total ingredient transparency.

This chain of trust seamlessly shapes our positioning in the retail landscape and reinforces our deep commitment to sustainability. At Maruderm, we drive distinct industry differentiation by featuring our products which successfully meet rigorous environmental and social responsibility criteria within Watsons' curated "Sustainable Choice" category. Our inclusion in this prestigious selection stands as a firm testament not only to our formulas' gentle approach to the skin but also to our overarching vision of preserving global ecosystems. By harmonizing advanced science with the purity of nature, we passionately work to transform sustainable beauty into an accessible, safe, and transparent standard for all.





Biodiversity



At Maruderm, we do not view biodiversity as a checklist of items to protect, but rather as a delicate, magnificent, and intrinsically interconnected lifecycle. Operating with the profound awareness that we are an active part of this closed loop, we have remained resolutely loyal to our founding principle since day one: developing natural, safe, and long-term dermocosmetic solutions. This core philosophy is far more than a statement on skin efficacy; it is a binding ecosystem conservation pledge that encompasses the entire journey of our products from the soil where our botanical ingredients are cultivated to the oceans they return to after being rinsed away.

Our biodiversity preservation journey anchors directly in the fields where our ingredients sprout. We exercise rigorous due diligence to ensure that the botanical actives integrated into our formulations are cultivated entirely free of chemical fertilizers, herbicides, or synthetic pesticides. By systematically rejecting these harmful agents that degrade natural soil biology and erode microbial diversity, we safeguard both long-term soil fertility and the vital habitats of local fauna. This rigorous agricultural discipline preserves the ultimate purity of our formulas while driving a direct, positive contribution to the sustainability of terrestrial biodiversity.

We seamlessly bridge our commitment to preserving terrestrial life with a deep responsibility toward our aquatic networks and blue ecosystems. We have executed a strict protocol phasing out microplastics from our entire product portfolio eliminating an invisible yet devastating threat commonly found across the cosmetics industry. By doing so, we prevent wastewater runoffs from entering the marine food chain and threatening aquatic biodiversity.

Furthermore, through our definitive **Reef-Safe** framework established across our sun care portfolio, we strictly prohibit the use of chemical UV filters such as oxybenzone and octinoxate, which are scientifically proven to cause coral bleaching and the degradation of reef ecosystems the very lungs of our oceans.

This holistic conservation vision is codified within every single directive of our clean ingredient policy. We absolutely exclude components from our formulas. While these ingredients present documented risks to skin health, they also threaten to disrupt ecological balances when introduced into natural habitats. Through these conscious engineering choices, we deliver optimal dermatological safety to our consumers while driving down the cumulative chemical load discharged into the environment via wastewater.

At Maruderm, we refuse to confine our biodiversity advocacy to product formulations alone; we aim to transform this corporate vision into a broader social movement. Moving forward, we will actively champion and restore both marine and terrestrial life variety through structured coastal clean-up initiatives and public environmental awareness campaigns executed in partnership with non-governmental organizations (NGOs). We operate under the absolute certainty that the preservation of every single species in nature stands as the ultimate guarantee for a healthy, resilient, and sustainable tomorrow.



Maruderm Community

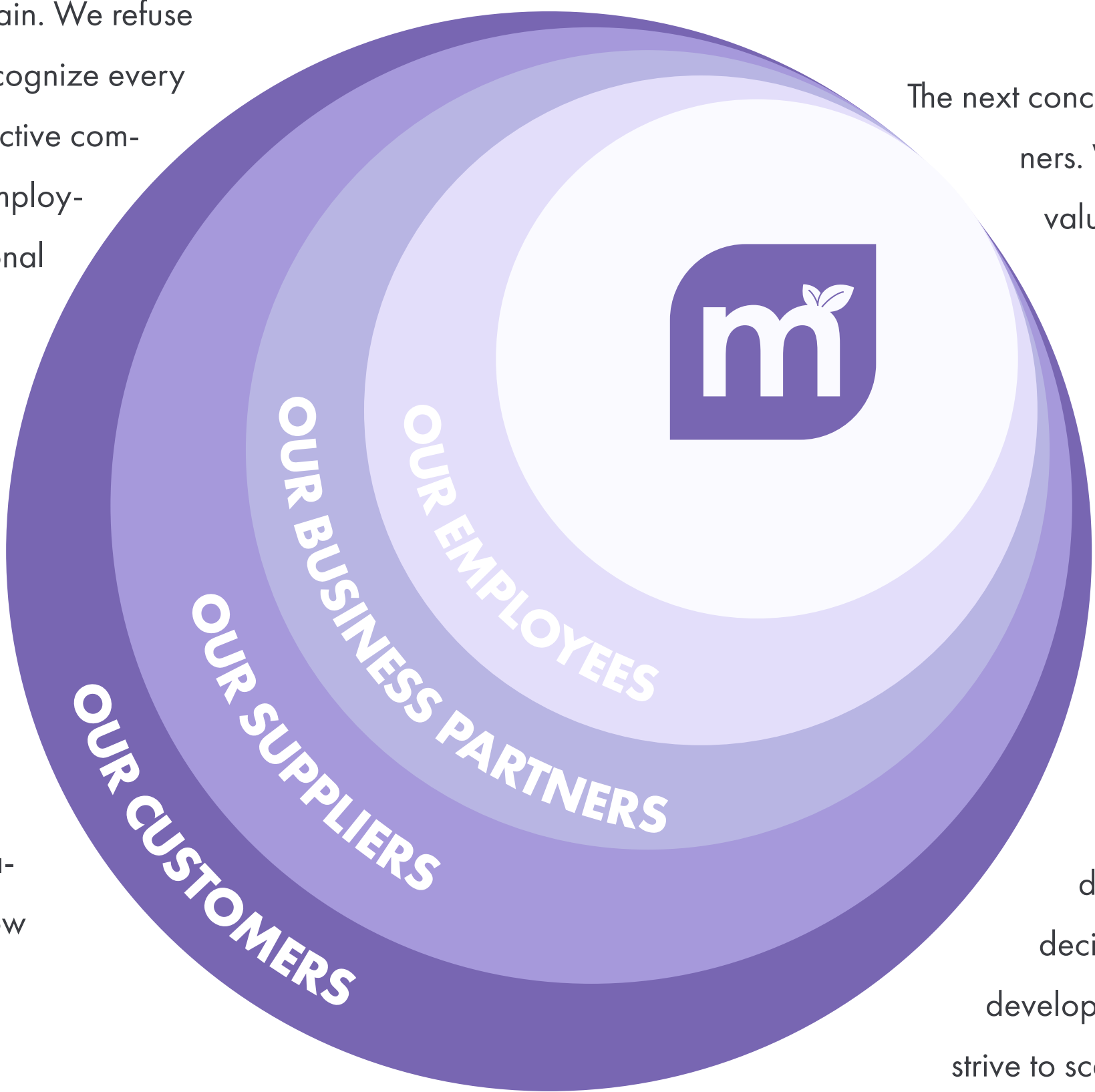
- OUR COMMUNITY APPROACH
- OUR SOCIAL TARGETS
- EMPLOYEES
 - i. OUR HUMAN RIGHTS APPROACH
 - ii. DIVERSITY, EQUITY, AND INCLUSION
 - iii. EMPLOYEE WELL-BEING
 - iv. EMPLOYEE DEVELOPMENT
 - v. OCCUPATIONAL HEALTH AND SAFETY
- SUPPLY CHAIN MANAGEMENT
 - i. RESPONSIBLE SUPPLY CHAIN & LOCAL PROCUREMENT
 - ii. OUR TRAINING PROGRAMS
- OUR CONSUMERS
 - i. COMMUNICATION WITH CONSUMERS
- CORPORATE SOCIAL RESPONSIBILITY
 - i. TURKISH CANCER SOCIETY
 - ii. HAYTAP
 - iii. NEEDS MAP



Our Community Approach

The Maruderm Community represents a people-centric sphere of influence centered around our brand and radiating across every single link of our value chain. We refuse to view our business as a product development exercise; instead, we recognize every individual touched by our operations as an intrinsic member of this collective community. Moving from the innermost core to our external networks, our employees, business partners, suppliers, and consumers constitute the foundational pillars of this shared ecosystem.

At the exact center of this architecture stand our employees the driving force behind our corporate success. Guaranteeing their occupational health and safety while actively championing their physical, mental, and emotional well-being represents our primary operational responsibility. We institutionalize the principles of Diversity, Equity, and Inclusion (DEI) not merely as a corporate policy, but as a living element of our workplace culture. With a workforce proudly comprised of 66% women, safeguarding equal opportunity and maintaining high organizational motivation allows the ripple effect of our social contribution to grow organically from the inside out.



The next concentric ring of our community is formed by our suppliers and business partners. We mandate that every upstream and downstream stakeholder within our value chain shares our rigorous sensitivity regarding fair labor conditions and ethical business conduct. By anchoring our supply chain management in transparency and absolute integrity, we build long-term, trust-based alliances that transcend simple commercial transactions. This proactive engagement strengthens our brand’s market credibility while forming the bedrock of our sustainable growth strategy within the cosmetics industry.

The outer ring of our community is completed by our consumers who choose Maruderm. We elevate our customer relationships far beyond the point of sale, anchoring them firmly in absolute trust and transparent disclosure. We dynamically integrate consumer feedback into our strategic decisions and provide complete formulation transparency, actively driving the development of a conscious consumer ecosystem. At Maruderm, we passionately strive to scale our operations alongside every single member of our community, rendering the social value we co-create more visible and impactful every passing day.



Our Social Targets

Our strategy for the Maruderm Community is fundamentally shaped by a deeply rooted, people-centric approach. We operate under the firm conviction that our corporate success is measured not just by the structural quality of our products, but by the lives we touch and the sustainable social value we co-create. Driven by this philosophy, we passionately aim to contribute to a more equitable, inclusive, and conscious societal framework across a broad spectrum ranging from enhancing employee holistic well-being to deploying public awareness initiatives.

The bedrock of our strategy anchors firmly in gender-equitable employment models and localized strategic alliances that aggressively prioritize regional development. Within the framework of our social responsibility vision, we actively look beyond delivering high-performance cosmetic solutions; instead, we assume a vanguard role across an expansive sphere of influence from projects that advance public healthcare literacy to initiatives that render women’s labor visible and commercially viable. We embrace every single stakeholder within our ecosystem as an intrinsic member of the Maruderm family, recognizing collective human development as the ultimate locomotive driving our sustainable growth.

The table below comprehensively summarizes our strategic roadmap and targeted social impact benchmarks, which systematically translate these solemn commitments into tangible, measurable actions:

Sustainable Development Goals We Contribute To

MARUDERM COMMUNITY	Targets	Actions	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 14 LIFE BELOW WATER 17 PARTNERSHIPS FOR THE GOALS
	To systematically advance and champion women’s leadership and employment across the cosmetics sector.	Maintain our strong baseline and increase the ratio of women employees at Maruderm from 66% to 75% by 2030.	
		Launch structured training and mentorship programs specifically engineered to accelerate the professional development of women employees.	
	To institutionalize robust policies and rigorous frameworks that strictly prevent workplace discrimination, harassment, and mobbing.	Conduct mandatory awareness and supportive compliance training for all employees at least once a year.	
		Digitalize our corporate whistleblowing line to guarantee absolute anonymity, privacy, and stakeholder protection.	
	To deploy diagnostic and supportive intervention programs targeting workplace stress, burnout mitigation, and psychological safety.	Implement regular, anonymous “Well-being Surveys” designed to measure employee satisfaction and actively track burnout indices.	
		Execute continuous internal communication and awareness campaigns centered around holistic wellness and mental health.	
	To operationalize high-impact public social responsibility projects that drive collective change.	Organize targeted public awareness campaigns and structured coastal/river clean-up events to actively combat plastic pollution.	
		Run collaborative Zero Waste and recycling education initiatives across our pharmacy networks and retail points of sale.	
		Form long-term procurement partnerships that actively integrate local women-led cooperatives and enterprises into our supply chain.	
		Launch public awareness and educational initiatives focusing on skin health, early detection, and professional dermatological care.	



Employees

Our Human Rights Approach

At Maruderm, we view ensuring a fair, dignified, and inclusive environment for every single colleague as the absolute cornerstone of our corporate responsibility. In conducting our global operations, we anchor our practices in internationally recognized human rights standards, prioritizing the construction of a professional ecosystem that truly values human dignity.

In alignment with our people-centric strategy, we mandate the principles of equal opportunity, diversity, and inclusion as our core criteria across all organizational phases ranging from talent acquisition and recruitment pipelines to career advancement and performance evaluation matrixes. We solemnly pledge to provide every Maruderm employee with a safe, secure, and merit-based professional ecosystem where they can cultivate and demonstrate their highest potential. Governed by our core ethical values, we enforce an uncompromising zero-tolerance policy against child labor, all forms of forced labor, and discriminatory practices. We safeguard the fundamental rights of our entire workforce without distinction based on language, religion, race, age, or gender, actively protecting them against any potential rights infractions through robust whistleblowing and grievance mechanisms.

We profoundly value a corporate culture that champions both the personal and professional development of our employees, fostering a psychological safety net where ideas are shared freely and confidently. We refuse to restrict this ethical and responsible business paradigm to our direct operations alone; instead, we take decisive steps to expand these human rights principles across our entire value chain and wider network of business partners. Guided by our transparent and responsive leadership model, we remain dedicated to strengthening a governance framework that relentlessly preserves and elevates stakeholder rights every single day.





Employees

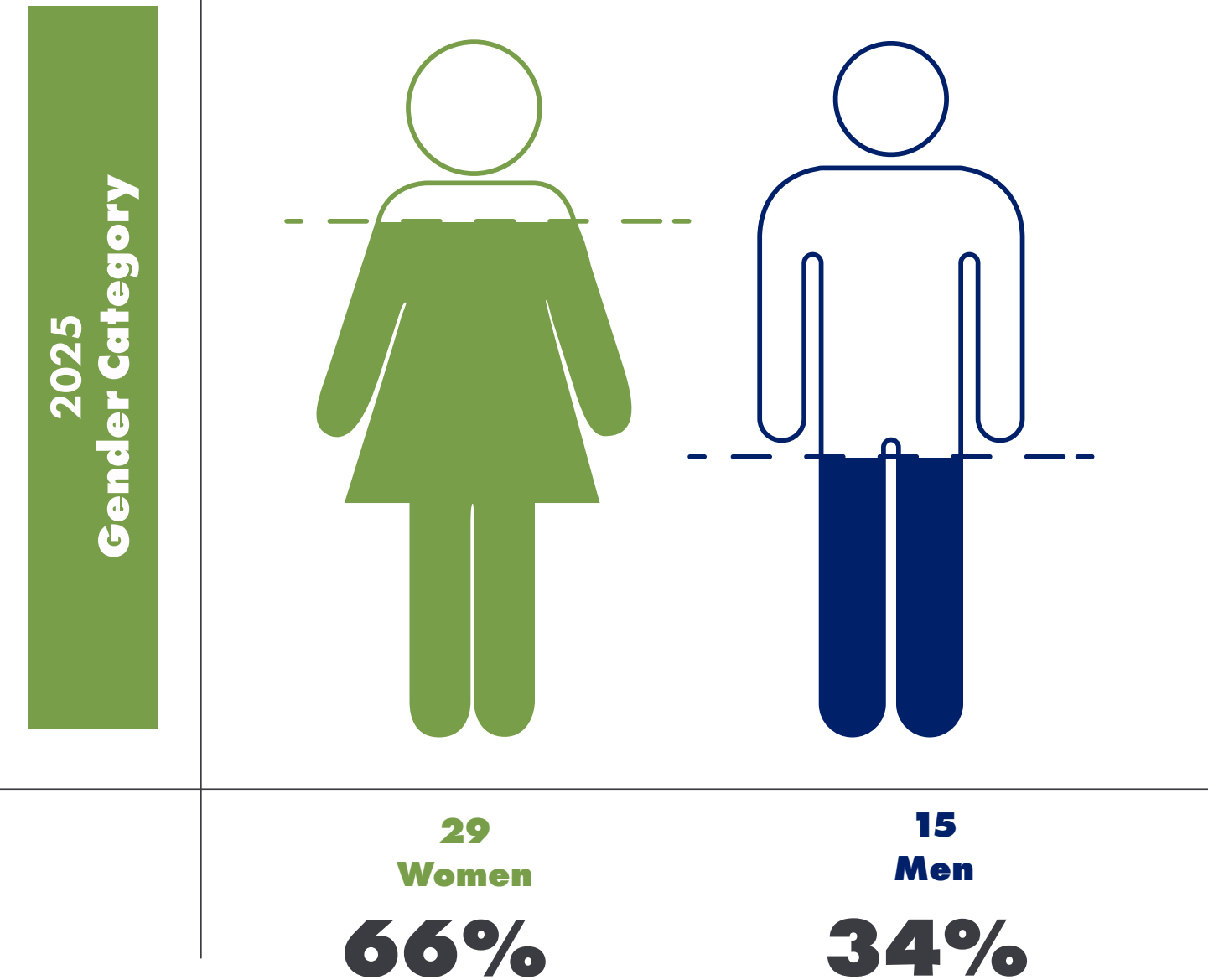
Diversity, Equity, and Inclusion

We consider it one of our most fundamental responsibilities to maintain a fair, safe, and supportive working environment for every colleague, ensuring equal opportunity remains a seamless pillar at every level of our organization. By constructing an ecosystem at Maruderm where every voice is heard and every idea is valued, we believe that the diversity of perspective brought by inclusivity drives us forward. As a brand with a strong foundation in female employment, we believe this representation must extend far beyond operational processes. Consequently, we actively encourage women to be effectively represented at all organizational levels, supporting their professional development and promoting their assumption of greater responsibilities, particularly in leadership roles. At Maruderm, leadership is a competency- and vision-driven development journey, independent of gender, and we consider women assuming pioneering roles in this journey as a strategic priority. Our 2025 data clearly demonstrates our commitment to this objective and the strong presence of women in our management processes.

When we examine the overall distribution of our team, we have a total of 44 employees, of which 66% are women and 34% are men. While maintaining this balance, we transparently focus on our representation in management levels, which is the true success of our inclusivity culture. The most tangible evidence of how deeply we have embedded equal opportunity into our corporate culture is revealed in the distribution of our executive staff.

The determinant role of the female voice in our decision-making mechanisms is evident in our management team data. Reaching a 62% female manager ratio in leadership positions demonstrates that Maruderm is not just a brand catering to women, but an organization managed and grown through the vision of women. In the coming period, we will continue to maintain these ratios and contribute to gender equality on an industry-wide basis through our mentorship and development programs that support female leadership.

We position our diversity and inclusion principles at the heart of our human resources policies within the framework of global sustainability norms. For us, a fair working environment is not just a commitment; it is an end-to-end structured corporate mechanism extending from recruitment to career planning, performance evaluation, and compensation policies. Accordingly, we strictly apply the principle of **“Equal Pay for Equal Work”** across all our operations, effectively preventing gender-based pay gaps. To enable our employees to reach their highest potential, we support strategic areas such as leadership, crisis management, and sustainability vision, alongside technical competencies. These development maps, which support the vertical career mobility of our female employees, increase our organizational resilience while serving as a guarantee of our competitive power in the sector.





Employees

Employee Well-Being

Operating with the acute awareness that employee satisfaction and high organizational motivation are the ultimate catalysts for sustainable corporate success, we anchor our well-being paradigm in fair compensation, comprehensive fringe benefits, and flexible operational models that protect the work-life balance. Providing an ecosystem that actively sponsors not only the professional growth of our colleagues but also their social and economic welfare stands as one of our most fundamental corporate commitments.

To improve living standards and strengthen institutional belonging, we offer a competitive, employee-centric fringe benefits portfolio aligned with cosmetics industry dynamics:

- ✓ **Nutritional and Food Subsidy:** To support daily dietary needs and household economics, a monthly nutritional allowance is disbursed to all employees via automated food cards.
- ✓ **Special Occasion Recognitions & Gift Cards:** We prioritize standing with our workforce during their milestone moments. Within this scope, personalized gift cards are presented to employees on their birthdays and designated festive periods to spend as they choose.
- ✓ **Clothing Allowance:** To reinforce corporate affinity and deliver meaningful economic support, periodic clothing subsidies are distributed, enhancing our team’s quality of life.
- ✓ **Commuting and Fuel Support:** To mitigate personal transportation costs and optimize operational efficiency, commuting subsidies and company vehicle fuel allowances are systematically provided.
- ✓ **Flexible and Remote Work Paradigms:** To foster a sustainable work-life equilibrium and adapt to modern work-space cultures, flexible and hybrid work opportunities are granted to eligible corporate positions.
- ✓ **Professional Development Support:** When our colleagues target specialized training or seek to master new professional disciplines, the cost of these courses is fully sponsored by the company, subject to strategic growth alignment and organizational needs analysis.

To maintain employee engagement and morale at the highest achievable standards, we deploy a transparent, sustainable compensation strategy governed by the following frameworks:

- Bi-Annual Updates:** Evaluating macro-economic indicators and industry benchmarks, salary structures are adjusted twice a year to proactively protect our employees’ purchasing power and quality of life.
- Tenure- and Competency-Based Architecture:** Corporate remuneration cycles strictly utilize tenure (years of service), individual corporate titles, scope of operational responsibility, and leadership jurisdiction as their objective baseline criteria.
- Total Pay Equity:** Guided by our unwavering “Equal Pay for Equal Work” mandate, all financial evaluations are executed completely independent of gender or any personal demographic variables, focusing exclusively on competency and performance matrices.



100% of these designated fringe benefits and social support packages are distributed to all full-time Maruderm employees on an entirely equal, equitable, and transparent basis.

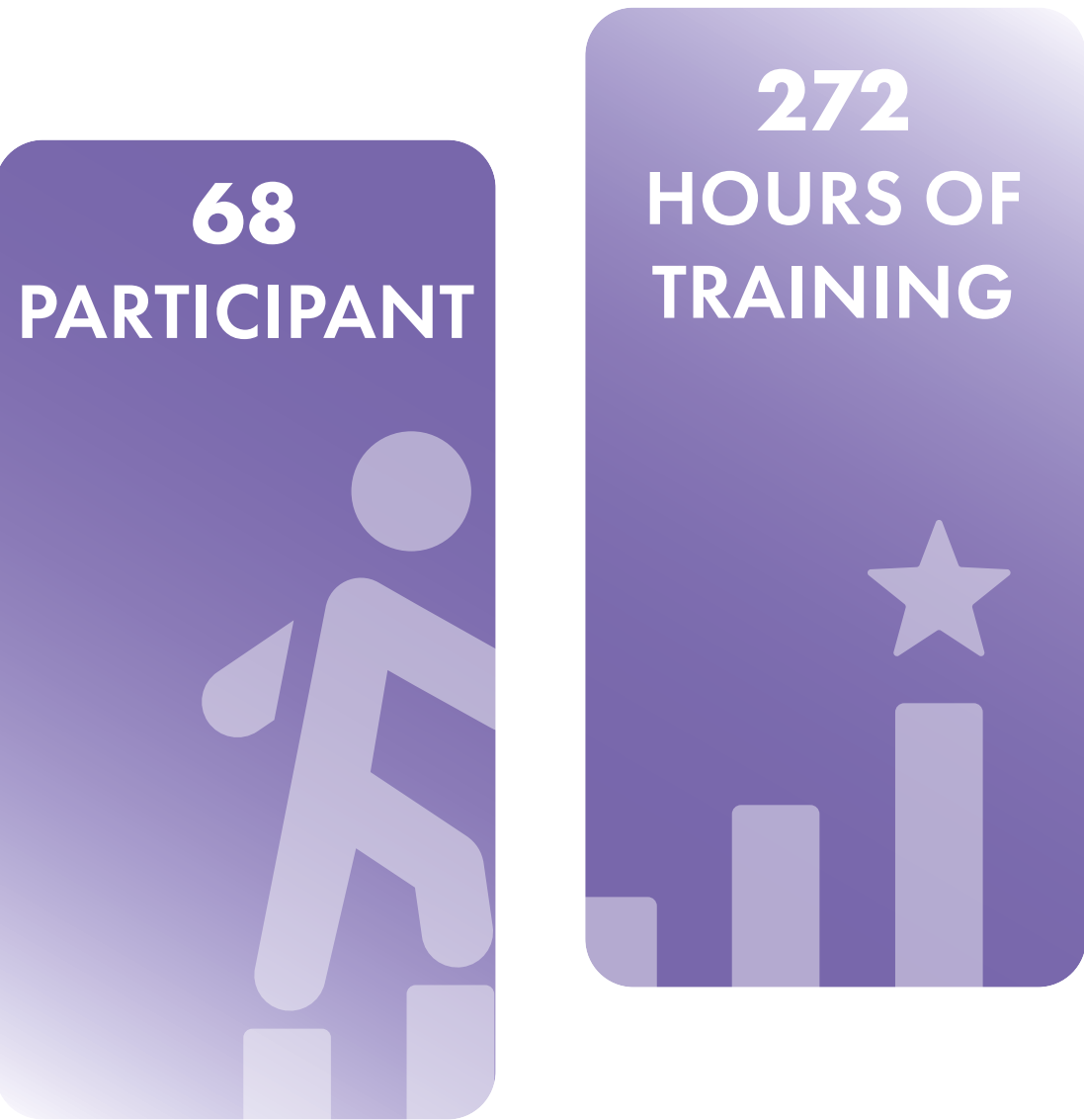


Employees

Employee Development

We firmly believe that sustainable corporate growth is achievable only through a highly qualified and continuously evolving workforce. Accordingly, we position employee development as a core strategic priority; we systematically empower our colleagues with tailored training methodologies across every necessary discipline, aligning with our corporate objectives and their individual career paths.

Our educational framework is multifaceted, moving beyond mandatory technical onboarding to cultivate the unique Maruderm culture and specialized cosmetics industry expertise:



Orientation and Brand Ambassadorship: Every colleague joining our team undergoes comprehensive Orientation Training that deeply conveys Maruderm’s “Less is More” philosophy, our advanced formulation technologies, and our corporate sustainability vision. Through this integration, we aim to transform every employee into a dedicated ambassador of our brand values.

Field Operations and Beauty Expertise Competencies: To deliver the most accurate, science-backed solutions to our consumers, we execute specialized capability programs for our field beauty consultants. Within this scope, we provide hands-on training covering the advanced utilization of dermo-cosmetic skin analysis hardware, professional diagnostic techniques, and personalized skincare routine formulation, elevating our field teams’ technical consulting capabilities to the highest standard.

On-Demand and Flexible Career Growth: Beyond standardized curricula, we actively monitor and respond to individualized training requests from our workforce. Educational programs that our colleagues wish to pursue to fulfill their personal professional needs are fully supported and encouraged by the company. During the reporting period, blending theoretical knowledge with real-world field experience across both physical and digital learning environments, we successfully executed a cumulative training volume of 272 hours with a total of 68 participants.

The fact that the overwhelming majority of employees participating in our educational programs are women stands as the most tangible testament to Maruderm’s unwavering commitment to championing female employment, leadership pipelines, and continuous professional development.

Training and Education Metrics	
Training attendances Female	64
Training attendances Male	4
Total Cumulative Training Volume (Hours)	272



Employees

Occupational Health and Safety

The health, safety, and physical integrity of our employees constitute a non-negotiable core priority managed with absolute diligence across every operational phase. To guarantee that all our colleagues execute their duties within a safe and secure environment, we look beyond mere regulatory compliance; instead, we institutionalize the internationally recognized ISO 45001 Occupational Health and Safety Management System standards, aiming to cultivate a deeply rooted, preventative safety culture.

To maintain the highest level of workplace safety consciousness among our workforce, we execute rigorous and comprehensive training curricula. During the reporting period, an average of 8 hours of OHS training per employee was successfully delivered. A cumulative volume of 352 man-hours of safety training was provided to our 44 employees, firmly solidifying safe operational execution practices.

To ensure maximum crisis readiness against potential natural disasters, we formed a strategic partnership with the Kadıköy Municipality to execute a comprehensive Disaster Awareness and Emergency Preparedness Training. This program delivered hands-on instruction covering specialized fire extinguisher utilization, tactical evacuation protocols, and emergency first-response deployments.

To guarantee rapid and precise medical interventions during critical incidents, designated personnel underwent an intensive, 2-day First Aid Certification Program, successfully licensing our emergency response team.

Risk Management & Preventative Controls

At Maruderm, we internalize workplace safety not merely as a technical mandate, but as a core pillar of our human-centric business philosophy. Driven by our robust preventative protocols, rigorous periodic inspections, and our workforce's absolute compliance with safety directives, we proudly report a zero-accident record across our entire operational history.

To sustain this benchmark of success, all corporate risk assessment matrices and emergency action plans are systematically audited and updated.

To standardize operational safety across our fulfillment lines, we have implemented and formally disclosed strict protocols including our Workplace Accident Procedure, Corporate Vehicle Utilization Guidelines, and Forklift Operational Safety Manual.

Furthermore, to safeguard our facilities, the structural integrity of all high-risk infrastructure including automated fire suppression systems, electrical grids, pressurized vessels, and heavy machinery undergoes rigorous periodic engineering controls.

During the reporting period,
we provided
352 person-hours* of OSH
training to a total of
44 employees.





Supply Chain Management

Responsible Supply Chain & Local Procurement

We champion an ethical, transparent, and responsive governance paradigm across every node of our value chain. We structurally engineer our supply chain strategy far beyond the traditional boundaries of raw material procurement; instead, we treat it as a strategic partnership ecosystem designed to aggressively minimize our corporate environmental footprint and catalyze regional socio-economic development.

To drive resource efficiency across our manufacturing pipelines and systematically curtail logistics-derived carbon emissions, we anchor localized sourcing at the absolute center of our operations. Our procurement matrix systematically prioritizes regional manufacturers and local suppliers who align perfectly with our rigorous quality benchmarks.



Concurrently, we optimize our logistical distribution routes to keep transportation-related Scope 3 emissions at the absolute achievable minimum.

Governed by our Sustainable Procurement Policy which codifies the ethical and environmental baseline of our supply chains we strictly mandate that 100% of our business partners operate under a business model that fiercely respects universal human rights, complies with occupational health and safety standards, and upholds environmental regulations.

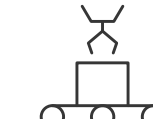
In line with our core principles of radical transparency and total traceability, we refuse to manage our supplier alliances as simple commercial transactions; instead, we nurture them as a long-term, mutually evolving ecosystem focused on sustainable quality and shared value.



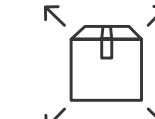
LOGISTICS



PROFIT



MANUFACTURE



DISTRIBUTION



CUSTOMER



ANALYSIS



MANAGEMENT

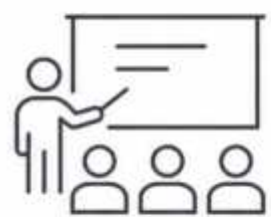


RETAILER



Our Training Programs

To ensure that Maruderm’s rigorous quality standards and evidence-based scientific approach are accurately conveyed to our consumers, we execute comprehensive training curricula for our business partners, who represent a critical link in our value chain. Within this scope, we deliver dynamic theoretical and practical educational modules to pharmacists who introduce our portfolio within the pharmacy channel and to retail store beauty consultants. These programs focus deeply on our brand vision, clean ingredient technologies, and complex dermo-cosmetic formulation matrices.



In-Person Training



Online Courses



Pharmacist Training Programs



Product Training

Training Category	Training Attendances Female	Training Attendances Male	Total Training Volume (Hours)
In-Person Partner Training	860	208	551
Online Partner Training	465	144	349
TOTAL	1,325	352	900



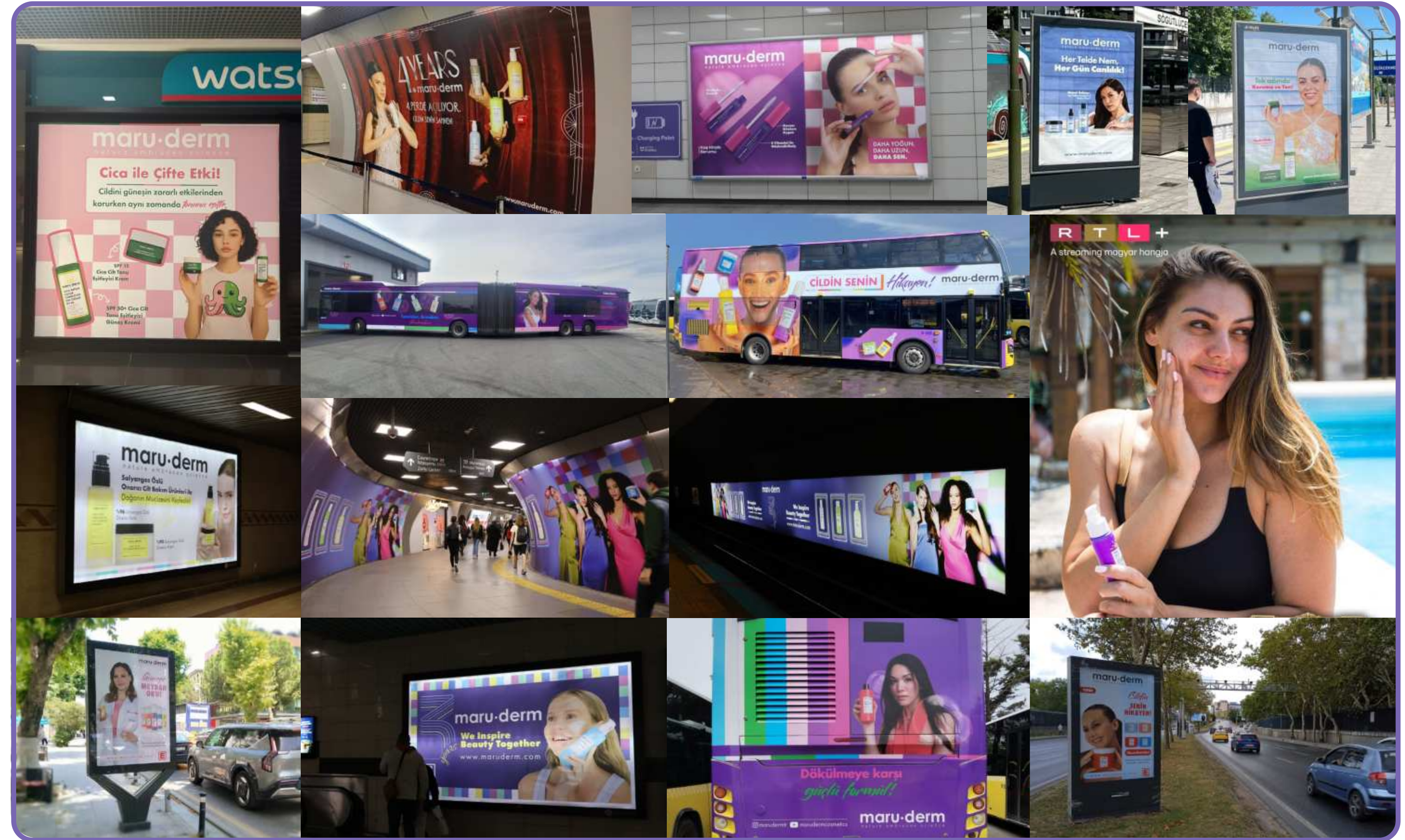


Our Consumers

Communication with Consumers

The relationship established with over **3 million customers**, placed at the heart of sustainable growth, is viewed not merely as a commercial relationship, but as a partnership built on trust and transparency. This consumer experience extends beyond the main sales channel www.maruderm.com in Turkey, reaching a wider audience through more than 20 powerful e-commerce platforms such as Trendyol, Amazon, and Flavyus; as well as leading retail chains in the sector like Gratis, Watsons, Eve Shop, Rossmann, and Mion; and over 2,000 pharmacies. This online and offline accessibility strategy is supported by specialized channels, while an effective request and complaint management process conducted via info@maruderm.com and our social media accounts ensures that each customer's feedback is meticulously analyzed, adopting a solution-oriented communication model.

We reinforce our digital presence with a 360-degree visibility strategy in physical spaces; while outdoor campaigns accompany customers in their daily lives, the social media ecosystem is managed specifically for different stakeholder groups. The brand vision and scientific approach are conveyed to a wide audience via the **@marudermtr** account, while professional analysis methods and campaign processes are shared with pharmacy stakeholders through the **@eczane-maruderm** channel. The **@wearemaru community**, one of the most dynamic parts of this digital ecosystem, connects the energy of young people with the brand through 21 student ambassadors located on 9 different campuses, spreading awareness of sustainable care within the university ecosystem. Professional networks are strengthened through corporate sharing on LinkedIn, and interactions from all these channels are considered valuable data contributing to the development of the Maruderm community.



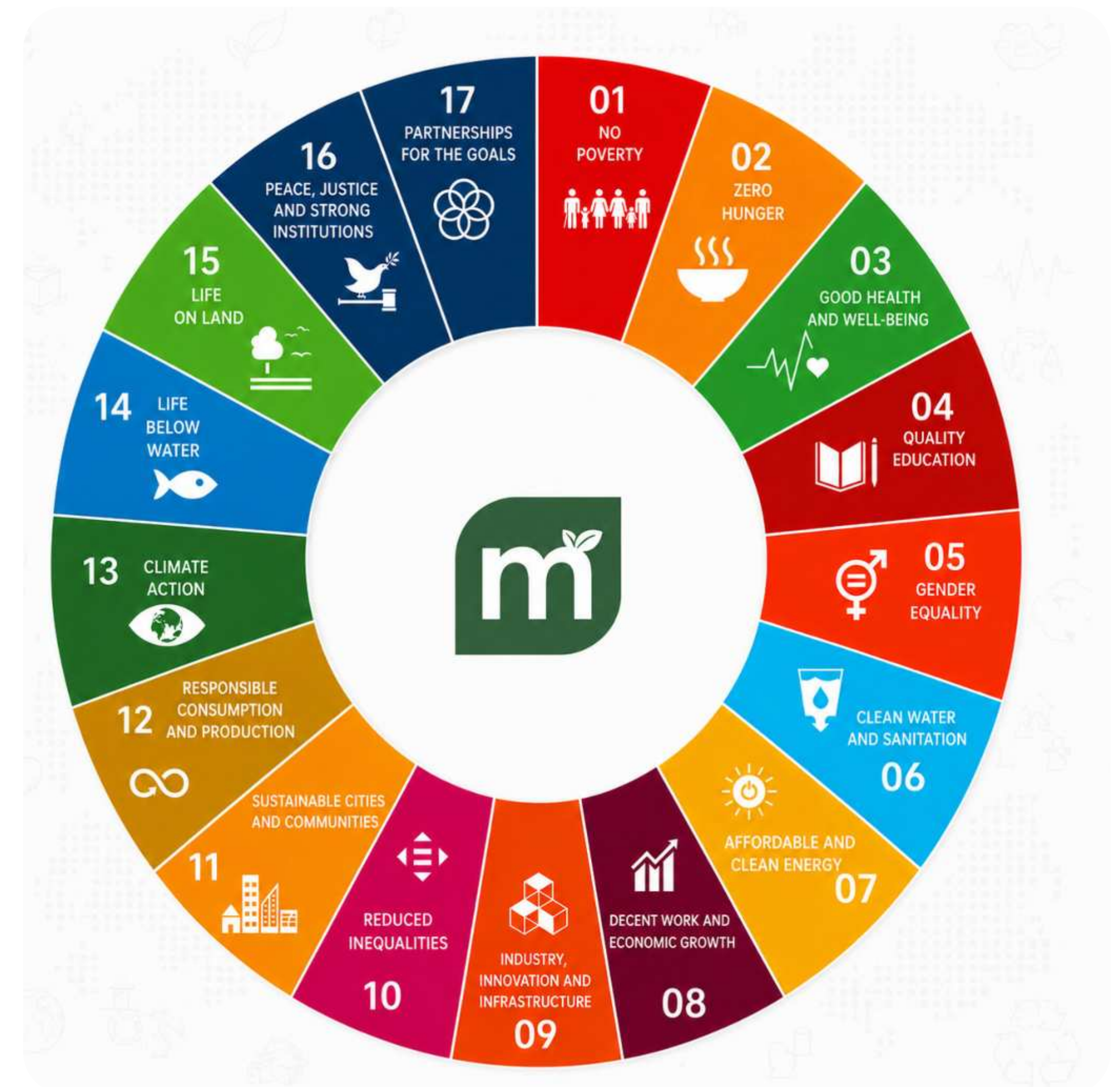


Corporate Social Responsibility



Since the very first day of our founding, our core vision of minimizing environmental footprints and engineering products that are equally friendly to the skin and the ecosystem has anchored at the absolute center of our operations. However, our approach to sustainability is never confined to the ecological footprints of our portfolio alone; it gains its true corporate meaning through the tangible value we deliver to society, with a particular focus on empowering disadvantaged groups. Developed across the axis of the Maruderm Community, this paradigm elevates our social responsibility initiatives far beyond traditional charitable giving, transforming them into a systematic, continuous, and impact-driven solidarity model.

We operate under the firm conviction that the path to generating permanent societal value requires long-term, strategic alliances with non-governmental organizations. Built in strict alignment with the United Nations principle of **“Partnerships for the Goals”**, this sustainable ecosystem acts with a collective consciousness to champion public health optimization, social solidarity, and healthcare equity. Within this scope, our value-driven initiatives executed alongside our key civil society stakeholders are detailed below:



Corporate Social Responsibility



The Shadow Game: Unifying Against Skin Cancer

Skin cancers represent some of the most frequently diagnosed malignancies in modern oncology. To drive public awareness against these escalating clinical risks primarily triggered by prolonged, high-intensity solar radiation and inadequate UV protection we launched a high-impact campaign alongside the Turkish Cancer Society titled: “Are You Ready to Play the Shadow Game to Stop Skin Cancer?”. Through extensive, direct public engagement and on-site field deployments across the prominent coastal regions of Çeşme, Bodrum, and Antalya, we actively educated citizens on skin cancer risk factors. Concurrently, we established free-access clinical trial touchpoints, enabling beachgoers to immediately safeguard their skin barrier utilizing Maruderm’s advanced formulations engineered with mineral and organic UV filters.



Breast Cancer Awareness

We passionately project our corporate social responsibility vision into the most sensitive areas where community life is being rebuilt. Utilizing the permanent infrastructure we established within the Hatay Needs Map Container Living Space, we partnered with the Turkish Cancer Society during Breast Cancer Awareness Month to deploy intensive healthcare literacy seminars. The educational programs explicitly educated the participating women on the lifesaving statistics tied to early clinical detection, delivered practical training on breast self-examination (BSE) methodologies, and reinforced the critical role of routine screening diagnostics in preserving long-term health. Transforming this physical social hub into a bridge of accurate clinical knowledge and communal healing deeply solidifies Maruderm’s core mission to preserve and elevate women’s holistic health paradigms under any circumstance.



Run for Your Skin Initiative

Mobilizing for a healthier tomorrow, we co-executed a series of public sports and awareness activations with the Turkish Cancer Society along the Caddebostan and Bebek coastlines. While providing immediate dermatological shield structures via our mineral-filter sunscreens, every stride taken by the community amplified the collective dialogue surrounding skin cancer prevention. By structurally integrating a charitable donation mechanism, the participants’ contributions directly funded ongoing oncological care pipelines, transforming a localized fitness activation into a powerful, collective movement for public health equity.

Corporate Social Responsibility

maru·derm
NATURE EMBRACES SCIENCE



RAHİM AĞZI KANSERİNDE ÖNLEME BİR IŞIK YAK!

Maruderm ve Türk Kanser Derneği iş birliği ile kadınlarımızın **rahim ağzı kanserinde** erken teşhis edilmesine ve **HPV aşısı** olunmasına destek oluyoruz.

Maruderm ürünlerini tercih ederek mücadelemize destek olduğunuz için teşekkür ederiz.



Cervical Cancer Advocacy, Education, and Mobilization

To actively combat cervical cancer one of the most prevalent malignant diagnoses affecting women globally we deployed a strategic healthcare partnership with the Turkish Cancer Society. This targeted campaign focused aggressively on dismantling barriers to early diagnosis by guiding at-risk demographics toward free clinical screenings and providing structural support for human papillomavirus (HPV) vaccination programs. To ensure long-term healthcare accessibility funding, we engineered a specialized personal care serum set, whereby 100% of the proceeds generated from its commercial sales were legally directed to the Turkish Cancer Society to directly fund clinical screening access and vaccination programs. Furthermore, to institutionalize this awareness within the next generation, we orchestrated specialized seminars across high schools and universities featuring leading clinical oncologists and medical experts.



Understanding and Preventing Cancer Initiative

Furthering our public health deployment, we collaborated with the Boğaziçi University Social Service Club and the Turkish Cancer Society to execute the high-impact “Understanding and Preventing Cancer” symposium. Designed to scale preventative oncological literacy and emphasize the clinical survival rates tied to early detection, this summit mobilized leading medical professionals to deliver actionable methodologies on preventative lifestyle modifications, genetic risk mapping, and barrier-free access to state-sponsored screening infrastructures, successfully reaching an expansive audience of higher-education students and civil stakeholders.

Corporate Social Responsibility



Animal Welfare and Ecosystem Compassion with HAYTAP

Operating under a holistic sustainability philosophy that fiercely values the quality of life of all living beings, we formalized a strategic animal welfare alliance with HAYTAP (Animal Rights Federation in Turkey) to visit the Retirement Home for Farm Animals in Bursa. Executed on October 4th, World Animal Day, this initiative delivered comprehensive nutritional and medical supply support to rescued farm animals displaced by forest fires and abandoned stray populations. Furthermore, we extended our institutional ecosystem support by auditing and contributing to HEPAD, enhancing the baseline sheltering and rehabilitation conditions of stray animals. To ensure permanent social value creation, Maruderm has codified this alliance into a structured, monthly recurring donation model, systematically securing safe, dignified, and sustainable living conditions for hundreds of stray animals.



Empowering Women Collectively

In structural solidarity with the social enterprise Needs Map, we launched a dedicated initiative in 2024 at the Hatay Container Living Space to actively champion and elevate women's holistic well-being through a specialized "Kanaviçe" (Traditional Embroidery) Workshop. The deeply personal narratives shared around the crafting tables and the patterns co-created by the participants underscored a critical, urgent requirement: the establishment of a permanent, secure infrastructure where women could gather safely. Driven by the collective strength of this gathering, Maruderm successfully funded and operationalized a 60 m2 social hub comprised of 3 fully equipped container units. Outfitted with televisions, comfortable seating, library modules, and foundational amenities, this safe haven was officially opened to the exclusive benefit of 290 women residing within the container city. Our ultimate mandate is to engineer a permanent bridge of social solidarity: actively combating socio-psychological vulnerability, fortifying women's collective well-being, and scaling these vital community support networks through structured, year-round activations and workshops.





Maruderm Assurance

- *OUR ASSURANCE APPROACH AND TARGETS*
- *CORPORATE GOVERNANCE*
- *POLICIES*
- *BUSINESS ETHICS & ANTI-CORRUPTION FRAMEWORK*
- *PRODUCT SAFETY & INGREDIENT TRANSPARENCY*
- *CRUELTY-FREE & VEGAN COMMITMENT*
- *DATA SECURITY & CUSTOMER PRIVACY*



Our Assurance Approach and Targets

Maruderm Assurance represents a solemn corporate commitment that anchors ethical values, scientific integrity, and radical transparency at the absolute center of every operational phase. Moving seamlessly from raw material qualification to post-consumer feedback loops, this paradigm embodies a comprehensive governance model engineered to maintain product safety, ingredient disclosure, and data privacy at the highest achievable global benchmarks. Our overarching assurance strategy relies on a holistic ecosystem that fiercely respects animal welfare, champions clean formulations, and amplifies the digital consumer experience. Our corporate commitments and actionable roadmaps driving our long-term compliance strategies are systematically detailed below:

Maruderm Assurance

Cruelty-free	To ensure all new products are cruelty-free and back them with cruelty-free certification. To increase the share of vegan products in our portfolio to 100% by 2030.
Ingredient Transparency	To share all product ingredients openly on packaging and digital channels. To create an “Ingredient Map” section on the website by 2027 to explain the function and origin of each component. To prepare the Maruderm Ingredient Transparency Standard by 2027, defining clean ingredient criteria.
Product Safety	To enforce mandatory dermatological testing across all products
Feedback Mechanisms	To aggregate feedback from all channels into a centralized system by 2030. To establish a quick-response protocol for negative feedback by 2027. To integrate consumer experience data into R&D and product development processes. To define performance indicators that measure complaint resolution times.
Adverse Reaction Management	To provide an “Adverse Reaction Reporting” form and QR code integration across all products.
Digitalization and Experience	To improve user-friendly interface and accessibility standards on the e-commerce site. To deploy chatbot systems to accelerate customer support processes across digital channels.
Data Privacy	To ensure full compliance with KVKK and GDPR standards across all systems. To update SSL certificates and two-factor authentication (2FA) systems on the website and e-commerce channels.





Corporate Governance

Maruderm 2025 Management Scheme

CEO - Altuğ Aynur

We operationalize our long-term sustainable growth targets through an agile and interconnected organizational matrix. In defining our strategic roadmaps, we deploy a highly participatory governance structure that brings diverse operational disciplines ranging from brand marketing and R&D to creative design and corporate sustainability together at the same decision-making table. The bedrock of our corporate governance model anchors firmly in the universal principles of absolute transparency, rigorous accountability, and systemic social equity.

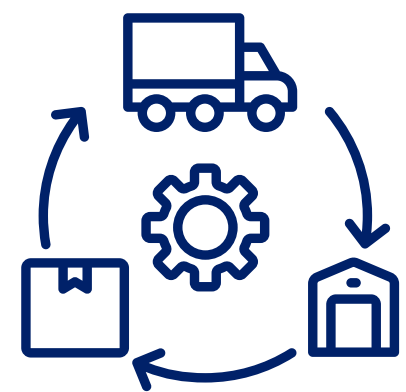
Our strategic decision-making pipelines evaluate parameters far beyond mere financial metrics; instead, we position consumer satisfaction, employee engagement, ethical business conduct, and ecological footprints at the absolute center of our performance indices. Guided by the strategic leadership of our CEO and General Manager, our executive architecture manages critical corporate functions such as digital transformation, international market expansion, and supply chain logistics with seamless, multi-disciplinary coordination. This dynamic operational model empowers us to adapt proactively to shifting global market dynamics and advance resolutely toward our short-, medium-, and long-term targets.



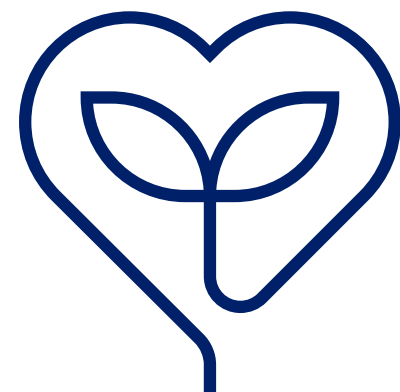
The executive information contained in this report reflects the division of duties during the reporting period of January 1, 2025 – December 31, 2025. In 2025, the General Manager position was held by Atalay Atalay and the Sales Director position was held by Serkan Aydın. As of the publication date of this report, these individuals are no longer employed by the company.



Policies



Sustainable Supply Chain
Management Policy



Sustainability
Policy



Human Rights and
Employee Rights Policy



Anti-Bribery and
Anti-Corruption Policy



Social Responsibility
Policy



Occupational Health
and Safety Policy

At Maruderm, we integrate ethical values, strict statutory compliance, and sustainable development as our primary operational guides across every phase of our business pipelines. Serving as the foundation of our corporate governance model and explicitly defining our operational paradigm, our core policies are systematically disclosed to ensure absolute transparency and universal access for all our stakeholders.

The principal corporate policies that outline the boundaries of our sustainability journey and which 100% of our workforce and business partners pledge to strictly uphold are detailed below:

Sustainability Policy: Establishes our comprehensive strategy to manage our environmental, social, and economic footprints through a holistic, integrated ecosystem.

Occupational Health and Safety (OHS) Policy: Governs our operational principles designed to maintain a safe, secure, and secure working environment under our strict “Zero-Accident” benchmark.

Corporate Social Responsibility (CSR) Policy: Defines our strategic frameworks engineered to generate permanent societal value and deploy systemic support networks for marginalized and disadvantaged groups.

Sustainable Procurement Policy: Explicitly mandates the rigorous ethical, ecological, and social compliance standards that 100% of the suppliers across our value chain must fulfill.

Human Rights and Employee Rights Policy: Reflects our uncompromising stance on universal human rights, total pay equity, workforce diversity, and merit-based professional ecosystems.

Anti-Bribery and Anti-Corruption Policy: Formally institutes our core principles of absolute institutional integrity, radical accountability, and total legal compliance across all domestic and international commercial operations.

Accessing Comprehensive Documentation

In line with our commitment to transparency, the full unabridged disclosures and structural implementation frameworks of all corporate policies are publicly accessible to global stakeholders via the official portal below:

www.maruderm.com/surdurulebilirlik-politikalarimiz



Business Ethics & Anti-Corruption Framework



We maintain ethical values at the absolute apex of our commercial operations across every phase of our business development; consequently, we operate under a strict and uncompromising **zero-tolerance** paradigm against corruption, bribery, and anti-competitive behaviors. We operate under the firm conviction that sustainable corporate growth is achievable exclusively through a transparent, equitable, and honest business culture, meticulously safeguarding our institutional reputation and the unyielding trust of our stakeholders.



Transparent Governance & Rigorous Audit Mechanisms



To systematically minimize corruption risks, we subject 100% of our financial and operational processes to regular, structured controls. Alongside our rigorous internal audit mechanisms, we bring radical transparency to our organizational workflows through independent statutory audits, empowering every single employee to assume personal accountability within our defined ethical boundaries. To protect fair market competition and champion equal opportunity across our sector, we execute all commercial activities in strict compliance with local regulatory frameworks and international ethical benchmarks.



Our Whistleblowing Line & Proactive Risk Mitigation

To address any potential non-compliant or unethical behavior within our internal operations or across our strategic alliances, we manage a highly responsive and secure feedback infrastructure. As a core pillar of our transparency vision, we have deployed our dedicated ethics hotline **etik@maruderm.com** granting all stakeholders including employees, suppliers, and partners the structural capability to report suspicious activities in an entirely safe, strictly confidential, and rapid manner.

All incoming disclosures are evaluated with absolute impartiality under rigorous non-retaliation principles; potential infractions are identified at an early stage, and necessary legal actions or corporate disciplinary procedures are enforced resolutely. Cultivating a fair, safe, and ethical workplace ecosystem at every level of Maruderm stands as the unshakable guarantee of our long-term commercial success and societal prestige.



Product Safety & Ingredient Transparency

Preserving skin health and engineering high-performance, secure dermo-cosmetic skincare solutions constitute the core, foundational responsibility anchoring all our corporate operations. From the initial conceptualization and synthesis of our formulations to the exact moment they reach our consumers, we refuse to compromise on premium quality benchmarks, prioritizing the absolute safety and clinical reliability of every single formula. We view post-consumer feedback loops as the most valuable asset driving our evolutionary cycle, meticulously analyzing every insight to fuel continuous formulation and process optimization.

To elevate product safety and structural quality to the highest achievable benchmarks, we collaborate exclusively with specialized researchers and industry-leading scientists while proactively tracking shifting local and global cosmetics regulations. 100% of our manufacturing operations are managed under strict statutory compliance within highly controlled environments. Our production pipelines officially document their excellence through the following internationally recognized certifications:

- ISO 9001:2015 (Quality Management System)
- ISO 22716:2007 GMP
- ISO 14001:2015 (Environmental Management System)
- ISO 45001:2018 (Occupational Health and Safety Management System)
- Halal Certification



Governed by these stringent frameworks, our manufacturing architecture operates under a world-class operational discipline. To relentlessly safeguard consumer health, comprehensive crisis management frameworks and actionable response procedures are systematically integrated across all business divisions.

Ingredient Transparency

Driven by our profound respect for the consumer’s fundamental right to be fully informed regarding the exact composition of the products they introduce to their skin barrier, we enforce a mandate of absolute disclosure across all physical packaging layouts and digital flagships. Our scientific formulations are clean and consciously stripped of harsh, skin-stressing additives.

Guided by the expert oversight of leading dermatologists, our clean beauty standards aggressively prioritize non-toxic, bio-compatible, and plant-based botanical ingredients. Developed under the strict guidance of evidence-based dermatological science, these clean formulations seamlessly deliver a skin-friendly, deeply trusted, and uncompromisingly safe care experience.



Cruelty-Free & Vegan Commitment

For Maruderm, beauty is not merely about achieving high-performance results; it is fundamentally about respecting the planet and honoring every living being throughout the process. By embedding our ethical values at the absolute heart of our manufacturing pipelines, we aim to deliver a clean personal care experience that operates in perfect harmony with nature and conscience.

Our Cruelty-Free Pledge

Fiercely protecting animal rights is never an option for our organization it is a non-negotiable core mandate. Accordingly, we do not conduct animal testing at any stage of our operational activities, and we strictly mandate that 100% of our business partners adhere to this exact preventative principle. We enforce these cruelty-free manufacturing standards across our entire supply chain without compromise, rooted in the firm conviction that beauty should never be co-created at the expense of a living being.

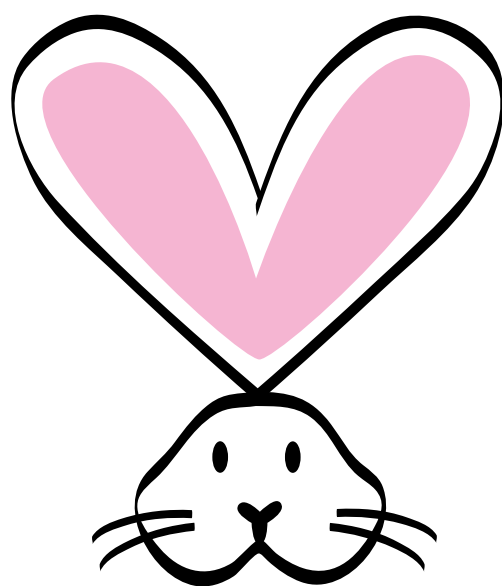
Our Transparent Vegan Methodology

Our primary strategy dictates systematically avoiding animal-derived raw materials in our product compositions and aggressively prioritizing plant-based botanical alternatives. We transparently disclose our current product metrics and our long-term transformation roadmaps as follows:

Current Portfolio Performance: Today, 95 out of the 97 products in our active skincare portfolio are engineered with entirely vegan formulations. We take profound pride in ensuring that the overwhelming majority of our products remain free from any animal-derived ingredients.

Our Reformulation Target: We execute continuous R&D and laboratory testing for the limited number of products that are not yet fully vegan. Without compromising on clinical performance, stability, or product quality, our ultimate target is to structurally reformulate these remaining items using clean, bio-compatible, plant-based components to achieve a 100% vegan product portfolio by the end of 2030.

We fiercely value our consumers’ fundamental right to accurate data access; therefore, we ensure our vegan-friendly options are seamlessly identifiable through explicit labeling across both physical product packaging and digital channels. We pledge to continuously evolve our scientific frameworks to foster a better, fairer, and more compassionate world.



***PETA* APPROVED**

Vegan | Global Animal Test Policy



Data Security & Customer Privacy

In an increasingly digitalized global landscape, safeguarding the personal data of our consumers is recognized as a paramount corporate responsibility, holding equal weight to the physical and clinical safety of our products. We treat the privacy of every individual who joins the Maruderm Community with the highest level of institutional respect; consequently, all shared data infrastructures are fiercely protected utilizing cutting-edge technological frameworks aligned with both local and international benchmarks.

100% of our data processing, storage, and archival workflows are executed in strict alignment with local regulatory frameworks, specifically the Law on the Protection of Personal Data No. 6698 (KVKK), alongside the European Union standard General Data Protection Regulation (GDPR). Driven by this rigorous dual-layer regulatory compliance matrix:

- Personal data is collected exclusively upon explicit, informed consent and utilized solely for predefined, transparent corporate purposes.
- Consumers' fundamental legal rights including the right to access, rectify, and exercise the **"right to be forgotten"** are structurally guaranteed across all active platforms.
- Cross-border data transfers enforce the highest encryption and cybersecurity transmission protocols globally available.

All user activities and commercial transactions executed via our direct e-commerce channels and specialized digital platforms are thoroughly shielded by modern cybersecurity infrastructure. To guarantee permanent data defense, we systematically deploy the following mechanisms:

 **Advanced Encryption Architectures:** 100% of online commercial transactions are encrypted using premier SSL certificates. Furthermore, sensitive payment data is never stored within our enterprise systems; instead, it is securely tokenized and routed directly to authorized banking networks.

 **Proactive Cyber Defense & Audits:** Our digital enterprise architecture undergoes systematic, periodic cybersecurity vulnerability scans, penetration testing, and structural firewall updates to eliminate unauthorized access vectors.

 **Strict Access Authorization Controls:** Internal access to personal consumer data is heavily restricted to explicitly authorized personnel on a strict need-to-know basis, with all clearance protocols bound by formal, legally binding non-disclosure and privacy covenants.

We proudly report a zero-breach benchmark across the entire reporting period; no cyber incidents, unauthorized data leaks, or privacy infractions have occurred within our ecosystem. By continually upgrading our technological capital, we ensure that our users' digital footprint remains under absolute Maruderm assurance.





Annexes

- GRI CONTENT INDEX
- SOCIAL PERFORMANCE INDICATORS
- ENVIRONMENTAL PERFORMANCE INDICATORS

GRI Content Index

Usage Notification	Maruderm Güzellik ve Kozmetik Ürünleri Sanayi Ticaret Anonim Şirketi has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards.
GRI 1 Usage	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No applicable GRI Sector Standard currently exists for the beauty and cosmetics sector; therefore, no sector standard was utilized.

GRI Standard	Description	Relevant Pages	Explanation of Omission
GRI 2: General Disclosures 2021	2-1 Organization details	About the Report, p. 4 About Maruderm, p. 7	
	2-2 Entities included in the organization’s sustainability reporting	About the Report, p. 4	
	2-3 Reporting period, frequency, and contact point	About the Report, p. 4	
	2-4 Restatements of information	As this is our inaugural sustainability report, there are no restatements of information to be disclosed.	
	2-5 External assurance	External assurance was not obtained during the reporting period.	
	2-6 Activities, value chain, and other business relationships	About Maruderm, p. 7 Our Fields of Activity and Product Groups, p. 10 Our Global Reach, p. 12-13	



GRI Content Index

GRI Standard	Description	Relevant Pages	Explanation of Omission
GRI 2: General Disclosures 2021	2-7 Employees	Social Performance Indicators, p. 70-72	
	2-8 Workers who are not employees	Maruderm Cosmetics may engage subcontractors or third-party service providers for business workflows that comply with statutory legislation but fall outside its core operational focus.	
	2-9 Governance structure and composition	Corporate Governance, p. 53	
	2-10 Nomination and selection of the highest governance	Corporate Governance, p. 53	
	2-11 Chair of the highest governance body	Corporate Governance, p. 53	
	2-12 Role of the highest governance body in overseeing impacts	Corporate Governance, p. 53	
	2-13 Delegation of responsibility for managing impacts	Corporate Governance, p. 53 Sustainability Governance, p. 20	
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance, p. 53 Sustainability Governance, p. 20	



GRI Content Index

GRI Standard	Description	Relevant Pages	Explanation of Omission
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Business Ethics & Anti-Corruption Framework, p. 55	
	2-16 Communication of critical concerns	Sustainability Governance, p. 20	
	2-17 Collective knowledge of the highest governance body	Sustainability Governance, p. 20	
	2-18 Evaluation of the performance of the highest governance body	Sustainability Governance, p. 53	
	2-19 Remuneration policies	Employee Well-Being, p. 41 Diversity, Equity and Inclusion, p. 40	
	2-20 Process to determine remuneration	Employee Well-Being, p. 41 Diversity, Equity and Inclusion, p. 40	
	2-21 Annual total compensation ratio	Omission Statement: This information is confidential and is not publicly disclosed due to privacy frameworks.	The compensation ratios specified in items 2-21 a, b, and c involve highly sensitive, proprietary data linked to personal employee information, commercial activities, and business relationships; therefore, they are withheld from public disclosure.



GRI Content Index

GRI Standard	Description	Relevant Pages	Explanation of Omission
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Message from the CEO, p. 5 Our Sustainability Commitment, p. 21	
	2-23 Policy commitments	Our Sustainability Commitment, p. 21 Corporate Policies & Regulatory Framework, p. 54	
	2-24 Embedding policy commitments	Corporate Policies, p. 54	
	2-25 Processes to remediate negative impacts	Our Sustainability Commitment, p. 21	
	2-26 Mechanisms for seeking advice and raising concerns	About the Report, p. 4 Business Ethics & Anti-Corruption Framework, p. 55	
	2-27 Compliance with laws and regulations	Business Ethics & Anti-Corruption Framework, p. 55	
	2-28 Membership associations	Corporate Memberships and Collaborations, p. 16	
	2-29 Stakeholder Engagement Approach	Our Materiality Matrix, p. 24-25 Our Stakeholder Relations, p. 27	



GRI Content Index

GRI Standard	Description	Relevant Pages	Explanation of Omission
GRI 2: General Disclosures 2021	2-30 Collective Bargaining Agreements	Omission Statement: Maruderm has zero employees covered under collective bargaining agreements.	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	Our Materiality Matrix, p. 24-25 Our Stakeholder Relations, p. 27	
	3-2 List of Material Topics	Our Materiality Matrix, p. 24-25	
GRI 202: Market Presence 2016	3-3 Management of Material Topics	Business Ethics & Anti-Corruption Framework, p. 10	
GRI 205: Anti-Corruption 2016	3-3 Management of Material Topics	Business Ethics & Anti-Corruption Framework	
	205-1 Operations Assessed for Risks Related to Corruption	Business Ethics & Anti-Corruption Framework, p. 55	
	205-2 Communication and Training about Anti-Corruption Policies and Procedures	Business Ethics & Anti-Corruption Framework, p. 55	
GRI 301: Materials 2016	3-3 Management of Material Topics	Circular Economy & Sustainable Packaging Management, p. 33	
GRI 302: Energy 2016	3-3 Management of Material Topics	Energy and Resource Efficiency	



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GRI Standard	Description	Relevant Pages	Explanation of Omission
GRI 302: Energy 2016	302-1 Energy Consumption Within the Organization	Energy and Resource Efficiency, p. 32 Environmental Performance Indicators, p. 73	
	302-3 Energy Intensity	Energy and Resource Efficiency, p. 32 Environmental Performance Indicators, p. 73	
	302-4 Reduction of Energy Consumption	Energy and Resource Efficiency, p. 32 Environmental Performance Indicators, p. 73	
GRI 305: Emissions 2016	3-3 Management of Material Topics	Emission Reduction	
	305-1 Direct (Scope 1) GHG Emissions	Environmental Performance Indicators, p. 73 Climate Crisis & Carbon Footprint, p. 31	
	305-2 Energy Indirect (Scope 2) GHG Emissions	Environmental Performance Indicators, p. 73 Climate Crisis & Carbon Footprint, p. 31	
	305-3 Other Indirect (Scope 3) GHG Emissions	Environmental Performance Indicators, p. 73 Climate Crisis & Carbon Footprint, p. 31	
	305-4 GHG Emissions Intensity	Environmental Performance Indicators, p. 73 Climate Crisis & Carbon Footprint, p. 31	
	305-5 Reduction of GHG Emissions	Environmental Performance Indicators, p. 73 Climate Crisis & Carbon Footprint, p. 31	
GRI 306: Waste 2020	3-3 Management of Material Topics	Waste Management	



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GRI Standard	Description	Relevant Pages	Explanation of Omission
GRI 306: Waste 2020	306-1 Waste Generation and Significant Waste-Related	Circular Economy & Sustainable Packaging Management, p. 33	
	306-2 Management of Significant Waste-Related Impacts	Circular Economy & Sustainable Packaging Management, p. 33	
	306-3 Waste Generated	Circular Economy & Sustainable Packaging Management, p. 33 Environmental Performance Indicators, p. 73	
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of Material Topics	Responsible Supply Chain & Local Procurement	
	308-1 Percentage of new suppliers that were screened using environmental criteria	Responsible Supply Chain & Local Procurement, p. 44-45	
GRI 401: Employment 2016	3-3 Management of Material Topics	Inclusion, Diversity and Gender Equality	
	401-1 New employee hires and employee turnover	Employees, p. 39-43 Social Performance Indicators, p. 70-72	
GRI 403: Occupational Health and Safety 2018	3-3 Management of Material Topics	Occupational Health and Safety	
	403-1 Occupational Health and Safety Management	Employees: Occupational Health and Safety, p. 43	
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	Employees: Occupational Health and Safety, p. 43	



GRI Content Index

GRI Standard	Description	Relevant Pages	Explanation of Omission
GRI 403: Occupational Health and Safety 2018	403-3 Occupational Health Services	Employees: Occupational Health and Safety, p. 43	
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	Employees: Occupational Health and Safety, p. 43	
	403-5 Worker Training on Occupational Health and Safety	Employees: Occupational Health and Safety, p. 43	
	403-6 Promotion of Worker Health	Employees: Occupational Health and Safety, p.43	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employees: Occupational Health and Safety, p. 43	
GRI 404: Training and Education 2016	3-3 Management of Material Topics	Talent Development	
	404-1 Average Hours of Training per Year per Employee	Employee Development, p. 42 Social Performance Indicators, p. 70-72	
	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs	Employee Development, p. 42	
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of Material Topics	Inclusion, Diversity and Gender Equality	
	405-1 Diversity of Governance Bodies and Employees	Social Performance Indicators, p. 70-72	



GRI Content Index

GRI Standard	Description	Relevant Pages	Explanation of Omission
GRI 406: Non-discrimination 2016	3-3 Management of Material Topics	Our Human Rights Approach Business Ethics & Compliance	
	406-1 Incidents of discrimination and corrective actions taken	Employees, p. 39-43	
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of Material Topics	Our Human Rights Approach Business Ethics & Compliance	
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No operations or suppliers carrying risks to freedom of association or collective bargaining were identified during the reporting period.	
GRI 408: Child Labor 2016	3-3 Management of Material Topics	Business Ethics & Compliance	
	408-1 Operations and suppliers at significant risk for incidents of child labor	No child labor occurrences or high-risk business processes were identified across our ecosystem during the reporting period.	
413: Local Communities 2016	3-3 Management of Material Topics	Corporate Social Responsibility	
	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility & Social Impact, p. 47-50	
414: Supplier Social Assessment 2016	3-3 Management of Material Topics	Sustainable Supply Chain	
	414-1 New suppliers that were screened using social criteria	Corporate Policies & Regulatory Framework, p. 44-45 Politikalar	



GRI Content Index

GRI Standard	Description	Relevant Pages	Explanation of Omission
414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	No negative social impacts or legal non-compliances were encountered across our value chain during the re- porting period.	
416: Customer Health and Safety 2016	3-3 Management of Material Topics	Consumer Health & Clean Formulations	
	416-1 Assessment of the health and safety im- pacts of product and service categories	Product Safety & Ingredient Transparency, p. 56	
418: Customer Privacy 2016	3-3 Management of Material Topics	Data Security & Customer Privacy, p. 58	
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated or proven complaints regarding cus- tomer data privacy breaches or data losses were en- countered during the reporting period.	



Social Performance Indicators

Employment Category	Unit	2025
White-Collar - Female	Person	28
White-Collar - Male	Person	4
Blue-Collar - Female	Person	1
Blue-Collar - Male	Person	11
Total		44

Contract Type	Unit	2025
Permanent / Indefinite Contract - Female	Person	29
Permanent / Indefinite Contract - Male	Person	15
Total		44



Social Performance Indicators

Gender Category	Unit	2025
Female	Person	29
	Percantage	66%
Male	Person	15
	Percantage	34%
Total		44

Age Group	Unit	2025
Ages 18 - 30	Female	15
	Percantage	34%
	Male	5
	Percantage	11%
Ages 31 - 40	Female	10



Social Performance Indicators

Age Group	Unit	2025
Ages 31 - 40	Percantage	23%
	Male	4
	Percantage	9%
Ages 41 - 50	Female	3
	Percantage	7%
	Male	6
	Percantage	14%
Ages 51 - 60	Female	1
	Percantage	2%
	Male	-
	Percantage	-
Total		44

Social Performance Indicators

Management Hierarchy	Unit	2025
Senior Management	Female	8
	Percentage	18%
	Male	5
	Percentage	11%
Middle Management	Female	21
	Percentage	48%
	Male	10
	Percentage	23%
Total		44

New Employee Hires and Turnover Metrics	Unit	2025
New Employee Hires	Female	19
	Percentage	43%

Social Performance Indicators

Management Hierarchy	Unit	2025
New Employee Hires	Male	6
	Percentage	14%
Employee Attrition (Turnover)	Female	7
	Percentage	16%
	Male	4
	Percentage	9%

Employee Training Metrics	
Number of Female Participants Receiving Internal Training	64
Number of Male Participants Receiving Internal Training	4
Total Training Hours	272
Number of Employees Receiving Occupational Health & Safety (OHS) Training	44
Total Volume of OHS Training Delivered to Workforce (Hours)	352

Environmental Performance Indicators

Energy Management			
	2023	2024	2025
Electricity Consumption (kWh)	1,500	15,000	23,917.44
Electricity Intensity (kWh/m²)	3.75	13.04	10.8
Fleet Fuel - Diesel (Liters)	-	-	6261.06
Fleet Fuel - Gasoline (Liters)	-	-	9422.17

Emissions Management	
Greenhouse Gas (GHG) Emissions	2025
Scope 1 (Direct Emissions) (tCO ₂ e)	38.06
Scope 2 (Energy Direct Emissions) (tCO ₂ e)	10.43
Scope 3 (Other Indirect Emissions) (tCO ₂ e)	115.08
Total (tCO ₂ e)	163.57

Environmental Performance Indicators

Waste Management	
Waste Category	2025
Paper (kg)	4,264
Plastic (kg)	723
Mixed Packaging (kg)	1,851



SUSTAINABILITY REPORT 2025

Contact



Maruderm Güzellik ve Kozmetik Ürünleri Sanayi Ticaret Anonim Şirketi
Orhan Gazi Mah. Sanayi Cad. 1. Blok No: 9 Esenyurt/İstanbul



info@maruderm.com



www.maruderm.com



marudermtr



www.linkedin.com/showcase/maruderm/



@marudermcosmetics



www.facebook.com/maru.derm/



Every feedback we receive from you is highly valuable to us.

For your inquiries and feedback regarding our sustainability journey, please contact:

surdurulebilirlik@maruderm.com

Report Prepared by

Ece Nur Balcı - *Maruderm Senior Sustainability Specialist*

Report Design

Büşra Nur Gönül - *Maruderm Visual Design Specialist*

Emissions Accounting

Ekol Çed Çevre Yönetim Hizmetleri San. Tic. A.Ş.

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