

## COMMUNICATION & BEHAVIOR RULES

The objective of these principles is to determine the style of TRPharm's communications as a company and create guidebooks and therefore how the company works shall be understood.

Our objective is to convey a message to the public that TRPharm is a company in accordance with the values below.

- Targeting to shorten treatment and develop the patient's quality of life and focused on the innovative, new generation drug area,
- High technology has been organized to the production of biotechnology drugs and introducing them to the market,
- Not only continuous flow of the new and developed products but at the same time contingent on a research and development program providing marketing of these products after testing in terms of high quality and security,
- Targeting a fair return on the investments the stakeholders have made,
- A company which also considers its employees in terms of fair rights and career opportunities and provision of continuous high quality manpower addition.

The Department Directors are responsible for performing this type of communication and ensure the employees to be consistent with these rules and targets. In addition, they are responsible for the continuous monitoring of these types of communication.

The communication/notifications made to the press, television, radio and other media can be distorted by reinterpretation. In order to ensure a united and

consistent message, the Unit Directors get the approval of the General Manager prior to making any communication to the media.

The intra-company communication between the Upper Management, Managers and Employees is specially asked to be conducted with observance to the hierarchic management steps in the information flow.

The TRPharm team members should pay attention to continue with the internal communication to be always polite, positive and contributing everywhere in order to be multiple focused and multifunction and to provide solutions.