



ATP YAZILIM VE TEKNOLOJİ ANONİM ŞİRKETİ
OCCUPATIONAL HEALTH AND SAFETY POLICY

1. Objective

The Occupational Health and Safety Policy (“**Policy**”) of ATP Yazılım ve Teknoloji A.Ş. (“**Company**” or “**ATP**”) outlines the principles of providing a healthy and safe work environment for all ATP employees.

2. Scope

This Policy covers all services provided by ATP and applies to all its employees and relevant third parties that contribute to the Company’s processes.

3. Responsibility

This document is reviewed on an annual basis or as needed and kept up to date through necessary updates. The Board of Directors is responsible for publishing and implementing the Occupational Health and Safety Policy.

ATP employees as well as the employees of subcontractors/suppliers and the visitors are expected to comply with this policy. All these individuals are required to cooperate with the workplace Occupational Health and Safety team for preventing health and safety risks pursuant to legislative practices.

4. Policy

ATP is a leading technology company that develops critical platforms, software, and services for diverse industries, starting with finance, hospitality, and energy. Through its brands – Tradesoft, Zenia, ATP Digital, and GreenX - ATP offers innovative technologies, aiming to create real value by enabling its corporate clients to gain competitive advantage and reduce costs in an environment of higher expectations. ATP strives to conduct its operations in accordance with international laws and national legislation while always aiming to build a safe work environment.

ATP takes proactive safety measures to eliminate or minimize risks and prevent workplace accidents and occupational diseases. As part of these efforts, ATP involves employees and all relevant parties in these processes. ATP holds the health and safety of its employees, business partners, clients, and visitors as its highest priority across all its operations. Therefore, the Company strives to create a healthy and safe work environment, focusing on protecting and developing its workforce.

The Occupational Health and Safety Policy lays out the following commitments, goals, requirements, and principles that ATP adopts to build an occupational health and safety culture, prevent workplace accidents and occupational diseases, and create a healthy and safe work environment:

- To ensure the health and safety of the workforce, subcontractors, visitors, clients, and employees on external assignments, we are committed to implementing all necessary measures, providing personal protective equipment and tools, and enforcing their use as needed. For this purpose, we fulfil our legal occupational health and safety obligations and adhere to all applicable national and international standards and legislation.
- We aim to detect and eliminate potential risks with a proactive approach and or to mitigate them to acceptable levels. For this purpose, we conduct effective risk analyses and assessments with the participation of employees to address safety issues and unsafe behavior concerns that may lead to workplace accidents and occupational diseases.
- We anticipate and detect the risks that may cause workplace accidents and occupational diseases and take the necessary measures to ensure the health and safety of employees, visitors and subcontractors, to reduce potential pecuniary and non-pecuniary losses, and to eliminate disruptions due to health concerns.
- We adopt and implement a preventive approach to all our operations.
- We promote an occupational health and safety culture as a lifestyle. For this purpose, we strive to raise occupational health and safety awareness through training programs.
- We ensure that subcontractors operating in the workplace, visitors, and clients comply with the applicable occupational health and safety legislation and corporate standards to fulfil our obligations.
- We strive to meet the legal Occupational Health and Safety requirements to ensure continuous development beyond national and international standards by involving our employees in the process.
- We set measurable Occupational Health and Safety targets, regularly monitor progress, and continuously improve our performance and management systems.
- We leverage the latest technologies to identify changes and seize opportunities, and manage our processes with a proactive approach starting from the project design phase.
- Leading with our principle of “healthy employees, safe workplace,” we commit to provide all resources required to achieve this goal.

This Policy applies to all ATP employees and suppliers, who are required comply with ATP’s Occupational Health and Safety practices and related policies, procedures, and controls.

The Policy is openly displayed in easily accessible locations in the offices for all staff to ensure occupational safety and employee health. The Policy is publicly available on the corporate website (www.atptech.com) for all interested parties.