



ATP YAZILIM VE TEKNOLOJİ ANONİM ŞİRKETİ SUSTAINABILITY POLICY

1. Objective

The Sustainability Policy (“**Policy**”) of ATP Yazılım ve Teknoloji A.Ş. (“**Company**” or “**ATP**”) outlines the principles regarding ATP’s sustainability-focused endeavors. Drawing from the United Nations Sustainable Development Goals (“SDGs”), other global organizations working to tackle climate change, promoting social progress, and sustainable development, ATP has identified supporting our clients in their transition to a sustainable future as a material topic. Through innovative and sustainable products and services, we contribute to our clients’ transformation efforts in environmental stewardship and social sustainability, aiming to provide the right solutions for their requirements.

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. The Policy focuses particularly on environmental sustainability, inclusion, and social development

3. Responsibility

This document is reviewed on an annual basis or as needed and kept up to date through necessary updates.

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's Sustainability Policy is accepted as a document that specified the Company's main operating principles. This policy is aligned with ATP's core values, business ethics standards, and global goals. It serves as a critical guide in managing the business and decision-making processes, providing a broad perspective that encompasses all global stakeholders.

ATP aims to build a sustainable business model with its employees, business partners, and the broad spectrum of stakeholders in all its respective industries. The Company believes that economic progress should involve not only people but also all other issues concerning the planet. At ATP, we constantly strive to bring sustainability awareness to wider audiences. Guided by the framework of sustainability principles, we continue to extend the support and resources to help our clients achieve their sustainability goals.

As part of the Integrated Development strategy, the Sustainability Policy lays out the following commitments, goals, requirements, and principles:

- We are committed to conducting our business in alignment with the United Nations Sustainable Development Goals.
- We aim to promote and drive the use of innovative technologies that contribute to sustainable development.
- We are determined to embed sustainability awareness into our corporate values and raise this awareness among our employees and stakeholders.
- We value the ideas of our stakeholders and consider them in our analyses when shaping our strategies.
- We identify and regularly review risks and opportunities to respond to the evolving needs of communities and the planet. Accordingly, we update our strategies by considering market dynamics along with environmental and social factors.
- We work to mitigate negative outcomes by measuring our operations' economic, environmental and social impact.
- On our sustainability journey, we focus on collaborating with all our stakeholders and strictly adhere to ethical values, anti-corruption, and compliance principles, embracing an inclusive approach that welcomes all.
- We appreciate the diversity of our communities and offer equal opportunities, adopting a firm stance against discrimination and promoting an inclusive work culture in all our business partners.
- As part of our vision, we focus on upskilling our employees and elevating their knowledge levels to contribute to a sustainable future while also guiding our external stakeholders toward more sustainable lifestyles.
- Regarding occupational health and safety, we aim for continuous improvement and mitigating risks by prioritizing the well-being of our employees and environmental compliance.
- We are determined to continue publishing sustainability reports in international standards, transparently monitoring the Company's operations, and disclosing their impact to stakeholders.
- We intend to develop projects that will deliver social and economic benefits for the community and local stakeholders and engage in collaborations that contribute to local employment.

- We aim to build a highly efficient work environment to enhance the loyalty and well-being of employees.

- We are committed to preventing all forms of discrimination and aim to be an industry leader in supporting women's participation in the workforce.

- Our sustainability strategies promote developing and using environmentally friendly products and services. Therefore, we strive to create opportunities to achieve this goal.

- We set renewable energy use targets across our facilities and reduce carbon emissions, aiming to lead and inspire our industry.

- To promote efficient water consumption, we organize and encourage training programs on water stewardship awareness for all stakeholders, starting with our employees.

- As part of our efforts to contribute to tackling climate change, we calculate the emissions from our operations, perform analyses, and work to introduce reduction measures.

- To promote sustainability, we aim to reduce our environmental impact by developing waste reduction strategies, training the workforce for sorting and recycling waste, and implementing suitable waste management systems.

At ATP, we remain committed to supporting a sustainable future by setting standards of excellence through our Sustainability Policy, which is available to all our employees, business partners, and stakeholders to understand our sustainability management strategy.