



ATP YAZILIM VE TEKNOLOJİ ANONİM ŞİRKETİ
HUMAN RIGHTS, DIVERSITY AND INCLUSION POLICY

1. OBJECTIVE

The Human Rights, Diversity and Inclusion Policy (“**Policy**”) of ATP Yazılım ve Teknoloji A.Ş. (“**Company**” or “**ATP**”) outlines the principles regarding the Company’s human rights, diversity, and inclusion values and practices. The Policy details the Company’s commitment to protecting the rights of employees, business partners, and stakeholders, ensuring equality, and promoting diversity. The Policy also emphasizes ATP’s obligation to uphold ethical and professional standards and to respect each individual.

2. SCOPE

This Policy applies to all ATP employees, executives, business partners, and stakeholders. Through this Policy, the Company aims to uphold human rights, promote diversity, and build an inclusive work environment.

3. RESPONSIBILITIES

Equal Opportunity and Tackling Discrimination: ATP recognizes the importance of providing equal opportunities and tackling discrimination. Therefore, the Company takes all reports of discrimination or harassment seriously and imposes the necessary disciplinary measures.

Occupational Health and Safety: ATP is always committed to ensuring the health and safety of its employees. Compliance with occupational health and safety standards is the right of every employee.

Child Labor and Forced Labor: ATP categorically rejects all forms of child labor and forced labor.

Diversity and Inclusion: ATP undertakes to treat all employees equally, without discrimination against gender, race, age, sexual orientation, disability, or other personal differences.

Remuneration and Benefits: ATP follows a fair remuneration policy, offering equal benefits and salaries for all employees with the same duties and responsibilities.

Environment and Sustainability: ATP implements all measures necessary to uphold the principles of environmental stewardship and sustainability.

Approach & Commitment: We are committed to providing a safe and non-threatening work environment and a clear management ethos of protecting fundamental human rights. The relevant management pledge is part of our Code of Conduct (“CoC”). All our employees are required to abide by and respect these principles.

4. DEFINITIONS AND ABBREVIATIONS

Diversity: Refers to a broad range of human traits, including gender, race, age, sexual orientation, disability, and other personal differences.

Inclusion: Refers to a culture where all employees feel valued and supported equally in the workplace, regardless of their differences.

5. IMPLEMENTATION PRINCIPLES

Training and Awareness: All employees receive training on this policy to gain an in-depth understanding of its requirements and implementation procedures.

Complaint Mechanism: Violations of this policy and its contents should be reported to etik@atp.com.tr. All reported incidents are addressed in confidence and investigated thoroughly. Based on the findings, necessary measures are taken.

Performance Appraisal: Diversity and inclusion principles are considered in the employees’ performance appraisals.

Targets and Progress: ATP sets diversity and inclusion targets and regularly monitors progress, recording the actions.

6. DIVERSITY AND INCLUSION POLICY

All our corporate values, strategies, processes, and solutions guide us in our mission of a sustainable world. We strive to advance and share our knowledge, which we pass on to next generations. Sustainable development lies at the heart of our culture as a core value of ATP.

ATP promotes a vision of sustainable development with commitment and determination. Efficient resource utilization, producing more than consumption, bolstering know-how, and contributing to corporate memory drive this vision forward.

We foster our employees’ commitment and dedication to sustainable and successful careers.

ATP does not tolerate any form of discrimination based on gender, race, skin color, nationality, ancestry, citizenship, religion, age, physical or mental disability, medical condition, genetic information, pregnancy, sexual orientation, gender identity or expression, marital status, or any other legally protected status, and treats all employees equally.

Employment decisions, including employee recruitment, development, and promotion, are made without any consideration for gender, race, skin color, nationality, ancestry, citizenship,

religion, age, physical or mental disability, medical condition, genetic information, pregnancy, sexual orientation, gender identity or expression, marital status or any other legally protected status.

We are dedicated to maintaining our positive work culture and ensuring that each individual is treated with respect and dignity as a valued member of the ATP team.

Our diversity and inclusion policy guides us in serving our clients, shareholders, business partners, and stakeholders.

- **Workforce:** Our female employment ratio currently stands at 27%, which we aim to increase to 50% by 2030. We also ensure that our disabled employee ratio is within the relevant legislation.
- **Talent Attraction & Retention:** We strive to build a fair talent pool, avoiding gender-based job descriptions.
- **Recruitment:** We aim to create a candidate pool consisting of 50% female candidates for all roles. Our recruitment processes are aligned with our diversity and inclusion policy.
- **Talent Development:** The succession plans for executive roles include at least one female candidate. Even if no female candidates are available, we follow our diversity and inclusion policy in the succession plans.
- **Remuneration and Benefits:** Our diversity and inclusion policy ensures that female and male employees with the same roles and responsibilities are entitled to equal remuneration and benefits.