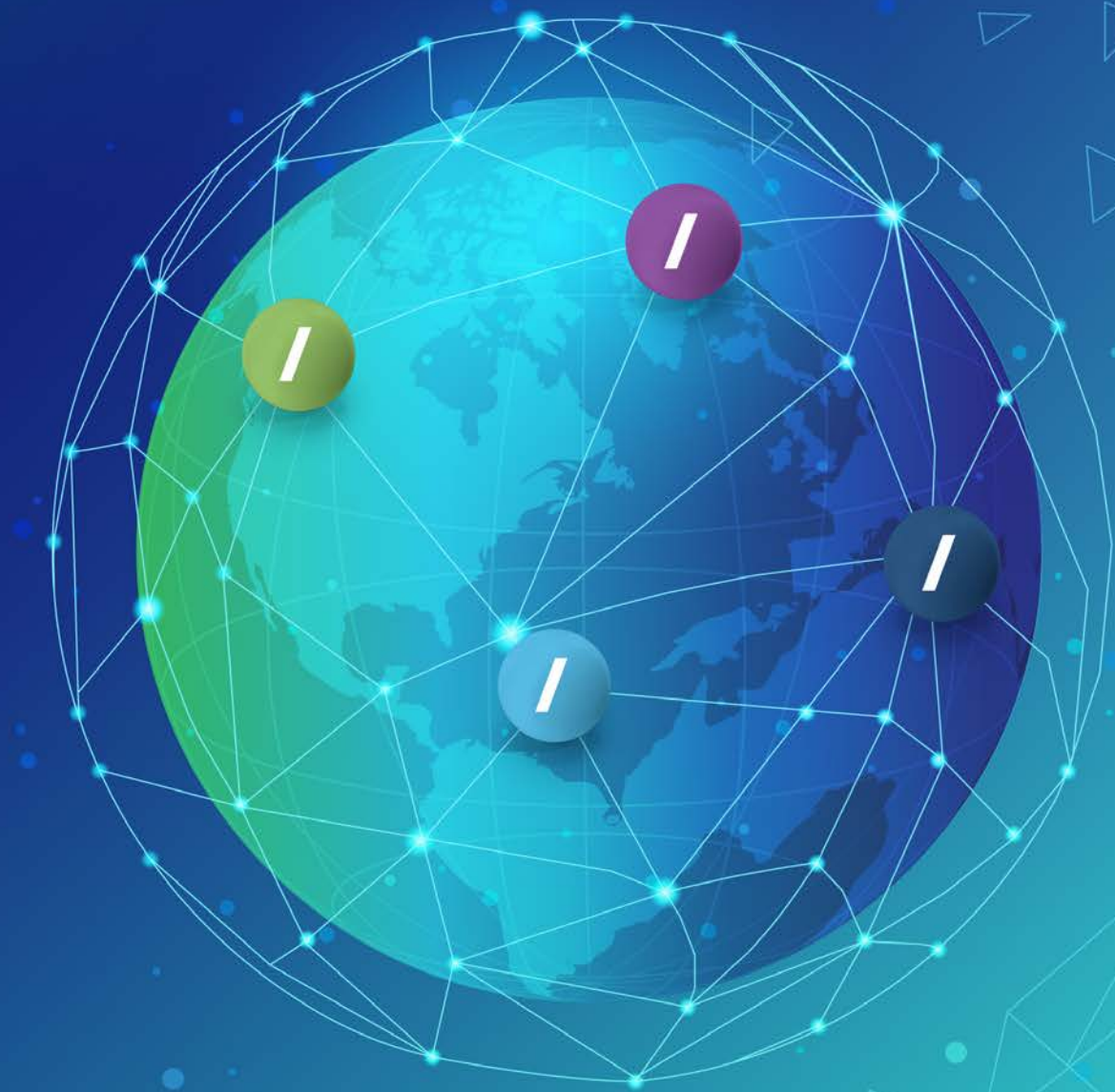# ATP

SUSTAINABILITY REPORT

2023

OUR BRANDS

ΛTP Zenia   **ΛTP** Tradesoft

ΛTP Digital   **ΛTP** GreenX

OUR SUBSIDIARIES

ΛTP GSYO | **TRADESOFT** ATP China | Zenia Technologies BV | KA

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0 (212) 310 65 00

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ABOUT THE REPORT

This Sustainability Report provides an overview of ATP's (ATP Yazılım ve Teknoloji A.Ş.) sustainability initiatives and ESG (Environmental, Social, and Governance) performance. The report offers insights into ATP's sustainability strategies and how they are implemented along with the progress made in reaching the company's sustainability targets.

The report is shaped around three main themes of the company's sustainability journey: Technological Innovation, Social Contribution, and Long-Term Resilience. The respective goals, the relevant activities, and the results achieved are highlighted under each theme. The challenges encountered in relation to these themes and the methods applied to overcome them are also explained clearly.

The report also includes a statement by the company's CEO, details about ATP's sustainability management and the materiality assessment process, and the company's environmental and social impact measurement results. Through this report, ATP aims to disclose its sustainability commitments, current performance and future goals to its stakeholders.

This report covers the activities of ATP Yazılım ve Teknoloji A.Ş. from January 1, 2023 to December 31, 2023. The report describes ATP's economic, social and environmental performance and the results achieved within this period. The aim is to disclose the material issues affecting the company's activities and the relevant goals, strategies and progress with a transparent and responsible approach while highlighting its core values and sustainability vision. This approach reflects the company's dedication to its sustainability commitments and open disclosure of the strides made in these issues.

CEO'S MESSAGE

Dear Stakeholders,

I am pleased to report that despite global macroeconomic uncertainties, we achieved growth across all operational areas in 2023 through our balanced and diverse business model. By leveraging the opportunities presented by digitalization, we developed innovative solutions tailored to our clients' needs. Our efforts translated into strong financial results, further strengthening our sustainable business framework.

This year held special significance as we celebrated the centennial of our Republic. However, it was also marked by the profound sorrow of a devastating earthquake in our country. As the ATP family, we stood united in supporting efforts to heal our nation's wounds. We remain committed to fulfilling our responsibilities by taking necessary precautions to help prevent future disasters.

At ATP, we continually aspire for global leadership by embracing a culture of continuous improvement. Beyond achieving economic success, we are deeply dedicated to contributing to the well-being of society and the planet. Since our founding, we have pursued the goal of fostering a sustainable and inclusive future.

We view sustainability as a cornerstone of innovation, resilience, and growth, and we shape our strategies accordingly. This year, we enhanced our management structure to better execute our sustainability strategy and measure its impact.

Through the establishment of a dedicated sustainability committee, we have ensured that our strategy is embraced company-wide and implemented effectively.

By engaging our employees in these efforts, we created a sense of shared ownership and accountability across the organization. Our working groups play a vital role in advancing our strategy by developing and executing concrete projects.

Among our notable achievements this year, we implemented a comprehensive waste management system, enabling waste separation at the source. By adopting strategies to minimize electronic, paper, plastic, and metal waste, we contributed to recycling efforts and participated in social responsibility initiatives. These efforts earned us the Zero Waste Certificate from the Ministry of Environment, Urbanization, and Climate Change of the Republic of Türkiye. We also achieved significant energy savings through our use of environmentally friendly green energy.

As part of our People and Community Focus strategy, we expanded our Core Talent program and actively supported women's participation in the workforce. Our employees reinforced our values by earning ATP a place on the Great Place to Work list.

In the last quarter of the year, we proudly introduced ATP GreenX, Türkiye's first digital In the last quarter of the year, we proudly introduced ATP GreenX, Türkiye's first digital platform for trading green energy and carbon certificates. Leveraging blockchain and digital wallet technologies, the platform provides a secure and transparent environment for trading. By opening ATP GreenX to international clients, we aim to capture a global share in the rapidly growing green certificate market.

Integrity and accountability guide all our business processes. This year, we are proud to present our second Sustainability Report, which outlines our 2023 performance and highlights our contributions to society, the environment, and the ecosystem. Through this report, we document our alignment with the Sustainable Development Goals and share our progress in environmental, social, and governance (ESG) performance.

We are committed to maintaining our transparency by regularly sharing updates through sustainability reports. We extend our gratitude to all our stakeholders, colleagues, clients, and business partners for their trust and invaluable contributions to our success.

Sincerely,

Ümit Cinali
CEO

ABOUT ATP

ATP Yazılım ve Teknoloji A.Ş. is a leading technology company that develops critical platforms, software, and services for diverse industries, starting with finance, hospitality, and energy, with a focus on sustainability.

As a publicly traded company since 2021, ATP provides specialized services through its multiple brands focused on specific aspects of the business.

Through its brands - ATP Zenia, ATP Tradesoft, ATP Digital, and ATP GreenX - ATP offers innovative technologies, aiming to create real value by enabling its corporate clients to gain competitive advantage and reduce costs.

ATP Tradesoft develops proprietary software solutions for the finance sector and accounts for a significant portion of Borsa Istanbul's trading volume. ATP Zenia, widely used by global restaurant brands, offers restaurant management and multi-channel order delivery solutions.

As a provider of digital transformation consultancy services for corporate clients, ATP Digital has as completed more than 600 projects to date.

ATP GreenX has developed environmentally friendly technology solutions and created the first digital marketplace in Türkiye to facilitate the trade of green and carbon certificates.

With more than 1,000 references in Türkiye, China, and the EMEA region, ATP contributes to the scientific literature through industry-specific research and development. Additionally, ATP contributes to the sustainable development of its clients by leveraging process engineering competencies and helping organizations turn change into opportunities.

Solutions Driving Change

ATP develops effective sustainability solutions and manages its clients' strategic business processes by prioritizing the increasing and changing end-user needs due to the rapid technological advancements. While offering a superior experience and service quality with innovations in software and infrastructure solution services, ATP takes sustainability principles into consideration.

ATP analyzes and interprets data in depth, using machine learning (ML), artificial intelligence (AI), and business intelligence (BI) technologies, enabling corporate clients to make fast and accurate decisions and offering sustainability-focused solutions. ATP supports its clients on the path to sustainability by turning changing expectations into opportunities.

International Investments Targeting Global Expansion

ATP aims to achieve sustainable growth in both domestic and international markets. The company is on its way to building a globally recognized brand with its capability to produce high value-added solutions in world standards.

ATP started to gain an international presence in 2019 by establishing Zenia Technologies BV in the Netherlands and Zenia Limited in Malta, bringing its solutions to the world through these companies.

ATP also invested in China, one of the major global hubs of digitalization, acquiring 51% of the Shanghai-based company, TS China, in 2020. Thanks to this investment, ATP created a strong corporate structure to support growth in the Chinese and Asia Pacific markets, quickly becoming a leading tech company in China.

ATP's sustainability vision focuses on long-term success and value creation by incorporating environmental and social factors into its global expansion strategies.

Investing in Technology and Talent

AATP continues to make strides in sustainability. As an industry leader and pioneer with investments in technology and competent human resources, the company identifies the current needs of its clients in a timely manner. With the Core Talent program launched to expand its human resources pool and attract talent, ATP recruited young university graduates in 2023. The company also introduced talent development initiatives for onboarding processes and continuous learning as part of the Corporate Culture Projects ongoing since 2021.

With strong innovation capabilities, ATP supports its global growth by entering into new collaborations and partnerships. Accordingly, ATP invests in tech startups with high growth potential to contribute to the company's strategies. ATP has also established ATP Venture Capital Investment Fund (ATP GSYO) to support the growth of such startups and filed the necessary applications for capital increase.

In line with its sustainability vision, ATP considers environmental and social impact factors when making decisions regarding its internal operations and investment strategies to create long-term value.

ATA HOLDING'S JOURNEY
OVER HALF A CENTURY OF ACHIEVEMENTS

As the technology subsidiary of Ata Group, which operates in eight countries on four continents, ATP leverages the group's 54- year-long legacy.

A journey from Atatürk Dam to technological services

With a deep-rooted history dating back to 1969 when Seri Construction was established, Ata Group today operates in diverse industries. The Group wholly owns or controls the majority stakes in more than 30 companies in industries ranging from finance to technology, food, logistics, property development, building materials production, textile, tourism, and foreign trade. With over 60 thousand employees, the Group continues to grow, contributing to the global economy.

Ata Group adopts a management strategy built on knowledge, skills, and competence, remaining committed to continuous innovation and development. Effective use of technology across its industries is a key strategic priority for Ata Holding. With investments in technology and applications, Ata Group companies deliver successful performance in Turkish and international markets, demonstrating the importance of technological competence.

Seizing the Right Moment for Digital Transformation Initiatives

Aiming to seize the moment in digitalization ongoing across the globe, Ata Holding established ATP, a software technology company, to meet the needs of the group companies as well as external businesses. Initially focusing on the finance sector, ATP quickly became a strategic information technology partner with solutions developed for finance institutions. Over time, ATP has expanded its range of software and services, currently providing infrastructure, fast restaurant solutions and digital transformation consultancy as well. In June 2021, Ata Holding marked a milestone in Türkiye's global technology initiatives with the IPO of ATP.

Today ATP maintains a pioneering role in the industry with a flexible and agile organizational structure that constantly evolves in line with current technological developments, continuously increasing its competitive strength.

MISSION, VISION, CORE VALUES

MISSION

Delivering cutting-edge technology and collaborating with stakeholders, we aim to help organizations become more flexible, agile and innovative, create actual value, and gain competitiveness.

CORE VALUES

Innovation, responsibility, sustainable development, and proactive communication are the defining values that we uphold with unwavering commitment as a team that always prioritizes sustainability principles.
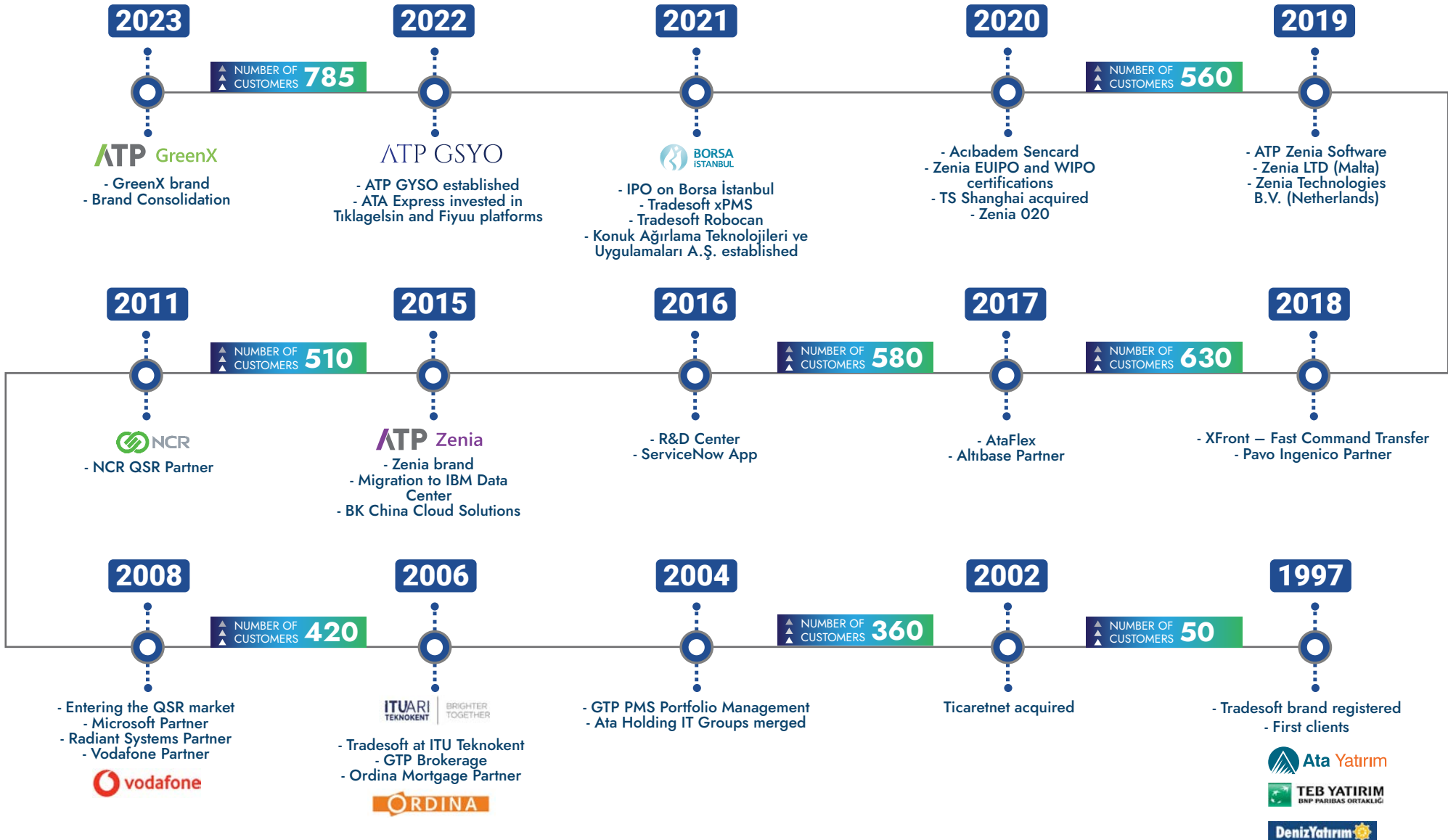
VISION

Striving to become a global strategic IT partner across vertical markets, we aspire to empower organizations to unlock their true potential through digital transformation. Offering sustainable solutions focused on reducing environmental impact and improving resource efficiency.

MILESTONES IN ATP'S JOURNEY

2023
NUMBER OF CUSTOMERS **785**

ATP GreenX
- GreenX brand
- Brand Consolidation

2022

ATP GSYO
- ATP GYSO established
- ATA Express invested in Tıklagelsin and Fiyuu platforms

2021

BORSA İSTANBUL
- IPO on Borsa İstanbul
- Tradesoft xPMS
- Tradesoft Robocan
- Konuk Ağırlama Teknolojileri ve Uygulamaları A.Ş. established

2020
- Acıbadem Sencard
- Zenia EUIPO and WIPO certifications
- TS Shanghai acquired
- Zenia 020

2019
NUMBER OF CUSTOMERS **560**

- ATP Zenia Software
- Zenia LTD (Malta)
- Zenia Technologies B.V. (Netherlands)

2011
NUMBER OF CUSTOMERS **510**

NCR
- NCR QSR Partner

2015

ATP Zenia
- Zenia brand
- Migration to IBM Data Center
- BK China Cloud Solutions

2016

- R&D Center
- ServiceNow App

2017
NUMBER OF CUSTOMERS **580**

- AtaFlex
- Altıbase Partner

2018
NUMBER OF CUSTOMERS **630**

- XFront — Fast Command Transfer
- Pavo Ingenico Partner

2008
NUMBER OF CUSTOMERS **420**

- Entering the QSR market
- Microsoft Partner
- Radiant Systems Partner
- Vodafone Partner

vodafone

2006

ITUARI TEKNOKENT | BRIGHTER TOGETHER
- Tradesoft at ITU Teknokent
- GTP Brokerage
- Ordina Mortgage Partner

ORDINA

2004

- GTP PMS Portfolio Management
- Ata Holding IT Groups merged

2002
NUMBER OF CUSTOMERS **360**

Ticaretnet acquired

1997
NUMBER OF CUSTOMERS **50**

- Tradesoft brand registered
- First clients

Ata Yatırım

TEB YATIRIM
BNP PARIBAS ORTAKLIĞI

DenizYatırım

Deloitte.
Technology Fast50

2008 20092 2010 011 2015

INDUSTRIES AND SOLUTIONS

Leading Türkiye's digital transformation with industry-specific brands, ATP offers its clients agility, innovation performance, value creation capability, and competitive advantage, while remaining committed to sustainability.

TRADESOFT (SHANGAI) IT CO., LTD

Tradesoft (Shanghai) IT Co. Ltd. was founded in in 2014 in Shanghai, China to bring ATP's technological leadership in Türkiye to the international arena. China is among the world's top production, technology and innovation hubs. Therefore the investment in China aims to both support the group companies and reach potential clients and partners in China, one of the world's largest markets.

Since its establishment, Tradesoft Shanghai has transformed the innovative technologies it has developed into a competitive advantage and cost effectiveness, helping its corporate clients create real value, gain flexibility, and deliver innovation performance. Tradesoft Shanghai follows China's technology ecosystem closely and develops global partnerships with Chinese tech companies.

Tradesoft Shanghai focuses on the hospitality and fast restaurant services in the Far East. Zenia, the restaurant management and multi-channel order delivery solution, is used at more than 1,500 restaurant locations across China.

Tradesoft Shanghai supports organizations in their digital transformation with its solutions, practical experience gained through the projects it has delivered, and its process engineering capabilities, helping the clients transform the risks of change into opportunities.

ZENIA TECHNOLOGIES B.V. VE ZENIA LIMITED

ATP incorporated Zenia Technologies B.V. on September 30, 2019, to seize the opportunities in the dynamic economy of the Netherlands and leverage the country's investment potential. As a wholly-owned subsidiary of ATP, Zenia Technologies B.V. engages in activities related to the parent company's fields of operation. The mission of Zenia Technologies B.V. is to increase its effectiveness in the international market and gain a competitive position by supporting ATP's global growth targets. As part of ATP's global expansion strategy, Zenia Limited was incorporated on December 24, 2019, in Malta as a wholly owned subsidiary.

The activities that ATP engages in through these two companies contribute to the overall growth strategy and serve to strengthen its presence in the global market. The operations of Zenia Technologies B.V. and Zenia Limited support the group companies' international endeavors through streamlined and optimized management and business processes and create new market opportunities. Both companies play a critical role in ATP's global growth strategy, with Zenia Technologies B.V. engaging in activities related to the group, and Zenia Limited working to enhance ATP's effectiveness in Europe and neighboring markets and improving operational efficiency.

Through these investments, ATP aims to drive its overall growth strategy and to increase its position and competitiveness in the global market by promoting international partnerships and business development projects.

ATP Zenia

Zenia develops software, technology solutions, and strategic services for the hospitality industry to provide efficiency, excellence in customer experience, and fast and accurate decision-making capabilities, contributing significantly to sustainability targets. Zenia supports its clients in gaining competitive advantages by helping to create sustainable business models. Zenia's competitive solutions, preferred by global brands such as Burger King, Popeyes, Arby's, Subway, and Sbarro, enable efficient use of resources and energy savings.

Zenia meets the IT requirements of restaurant chains end-to-end through Zenia POS, Zenia BoH, Zenia FoH, and Zenia O2O multi-channel order and delivery systems offered as cloud- based Saas (Software-as-a-Service), enhancing operational efficiency and reducing environmental footprint.

As of year-end 2023, Zenia's reach spans three thousand locations in five countries, serving 673 clients. In 2023, Zenia systems were used in 206 million transactions and Zenia O2O order channels were utilized for managing 45 million orders, demonstrating that digitalization and technology contribute to sustainable growth.

ATP caters to the hospitality industry with Zenia solutions used in a number of restaurants, including those hosting an average of 30 thousand customers monthly at Galataport, the new dining and attraction center in Istanbul. These solutions are openly used in restaurant settings, showing potential customers the value of sustainability and raising awareness in the industry. Zenia continues to foster sustainability with technological innovations and efficient solutions.

END-TO-END SOLUTIONS PORTFOLIO / ZENIA ENTERPRISE RESTAURANT POS

As consumption habits constantly evolve, the hospitality industry is undergoing significant transformation. Today, customers demand not only quality products and services, but also seek a sustainable experience. Therefore, businesses in the food & beverage sector need to adapt to this change and meet sustainability standards. Restaurant chains strive to increase both efficiency and quality. Analyses based on accurate and up-to-date data provide a competitive advantage. Furthermore, the need for a qualified human resource to meet the increasing demands of customers is also on the rise, while retaining current employees becomes more difficult.

Zenia technologies help restaurants adapt to this change and transform. Zenia Restaurant POS software services enable business partners to make customer-focused, efficient, high-quality, fast, and sustainable decisions. With Zenia Restaurant POS, businesses offer their customers a more sustainable experience from end to end.

In this way, businesses can continuously optimize their productivity and operations by gaining agility, make the right decisions quickly and benefit more from the existing qualifications of their human resource.

The next-generation Zenia Restaurant POS offers an excellent customer experience by taking leveraging the agility and flexibility of SaaS, while also increasing customer-restaurant interaction. With Zenia Restaurant POS, the sustainability of operations is maintained, while new ways of optimizing productivity are explored and the results are regularly evaluated. Objective information and advanced insights facilitate decision-making processes.

Additionally, employee motivation and performance is enhanced, enabling the business to benefit further from the existing qualifications of the human resource.

With Zenia Restaurant POS, all operations from production in the Back Office (BOH) to delivery in the Front Office (FOH) are easily managed and the environmental footprint of operations is reduced by effectively integrating O2O (Online Order Channels).

ZENIA KİOSK

Zenia Kiosk is a self-service app developed to create a better customer experience. With this service, customers gain a new personal ordering channel for themselves. Payments can be easily made via the kiosk and orders can be tracked with specific transaction numbers. Kiosks can be integrated with POS, KDS, BOH and cash register systems and can run on different platforms and operating systems.

ZENIA QR

Zenia QR is a mobile app for customers to place orders on their own mobile devices via a seamless alternative channel. Payments can be easily received and orders can be tracked with assigned numbers. QR content can be fully integrated with POS, KDS, BOH and cash registers.

ZENIA SELF ORDER MOBILE

Zenia Self-Order Mobile enables customers to conveniently place orders from their smartphones and receive notifications when their orders are ready for pickup. The app provides a seamless and hassle-free payment option through mobile devices, allowing customers to easily make and track payments using assigned order numbers. Order details are fully integrated with the POS, KDS, BOH, and cash register systems, ensuring a smooth and efficient operation.

ZENIA O2O

Zenia O2O is an advanced platform that integrates online orders from multiple sources directly into a restaurant's POS system, enabling centralized management of orders and deliveries. Zenia POS streamlines order management across various channels, enhancing service quality and elevating the customer experience. By consolidating orders onto a single platform, Zenia O2O synchronizes product, menu, promotion, payment method, and pricing information across all channels seamlessly, eliminating the need for separate processes.

ZENIA DIGITAL MENU BOARDS

Zenia's digital solutions transform boards into marketing tools. Next-generation digital menu boards can be centrally managed by restaurants and their content, prices and promotions can be updated. These innovative boards allow for easy creation of attractive and rich content and can be used as an effective marketing tool.

ZENIA DELIVERY MANAGEMENT

Zenia's smart delivery management solutions optimize delivery processes, enabling restaurants to minimize energy and resource consumption. By tracking orders, planning optimal routes, and coordinating delivery points, restaurants can streamline operations and reduce vehicle traffic by efficiently queuing orders from third-party online platforms. Delivery performance is continuously monitored and measured, helping to reduce environmental impact and promote sustainability.

ZENIA KITCHEN DISPLAY SYSTEMS (KDS)

Zenia's KDS (Kitchen Display System) solutions compatible with Windows and Android operating systems, enhance process management in restaurant kitchens. These systems enable orders to be processed and served quickly and accurately, contributing to improved service quality and customer satisfaction.

Additionally, Zenia's KDS solutions help elevate product quality and minimize kitchen errors. Business owners and chefs can monitor kitchen performance in real time, streamlining operations and continuously improving service quality. As a result, restaurants gain a competitive edge and deliver a superior experience to their customers.

ZENIA LOSS/LEAK PREVENTION

Zenia's data loss/leak prevention solutions, which leverage artificial intelligence (AI) and machine learning (ML) technologies, are used to analyze, identify and prevent potential losses that may affect the operational efficiency of businesses. These solutions use AI and ML algorithms to assess predefined scenarios. With this app, data can be accessed from anywhere using mobile devices. This technology helps businesses manage their resources more effectively and minimize losses.

ZENIA REAL-TIME CUSTOMER FEEDBACK

Zenia's Real-Time Customer Feedback solution empowers restaurants to analyze customer reviews, demands, and expectations, enabling them to design new products and services tailored to their customers' needs. Businesses can implement improvements based on customer preferences, enhancing their offerings and gaining a competitive edge. Additionally, the app identifies early warning signs and facilitates timely corrective actions, helping to boost customer loyalty, engagement, and acquisition.

ZENIA BoH REPORTING AND REAL-TIME ANALYTICS

Zenia's strategic, tactical, and operational reports transform raw restaurant data into valuable insights. By effectively utilizing the data generated by businesses, Zenia maximizes the potential of the data pool. With Zenia, restaurants can access real-time data anytime, anywhere, and on any device, enabling operations teams to make informed, objective decisions.

ZENIA MOBILE DEVICE MANAGEMENT (MDM)

The MDM solution offers a web-based app developed to manage Android devices used in the restaurant industry. With Zenia, restaurants can remotely access their systems, manage apps, and define rules. As a result, they can enhance service quality. Ensuring effective management of Android devices, Zenia Mobile Device Management improves the efficiency of restaurants and streamlines business processes.

ZENIA SUPPORT

Zenia Support enables fast and secure remote access to restaurants' Windows and Linux-based devices. This web-based app makes monitoring, file transfer, and remote access operations easy. Multi-language support facilitates communication, while comprehensive log records help better manage business processes.
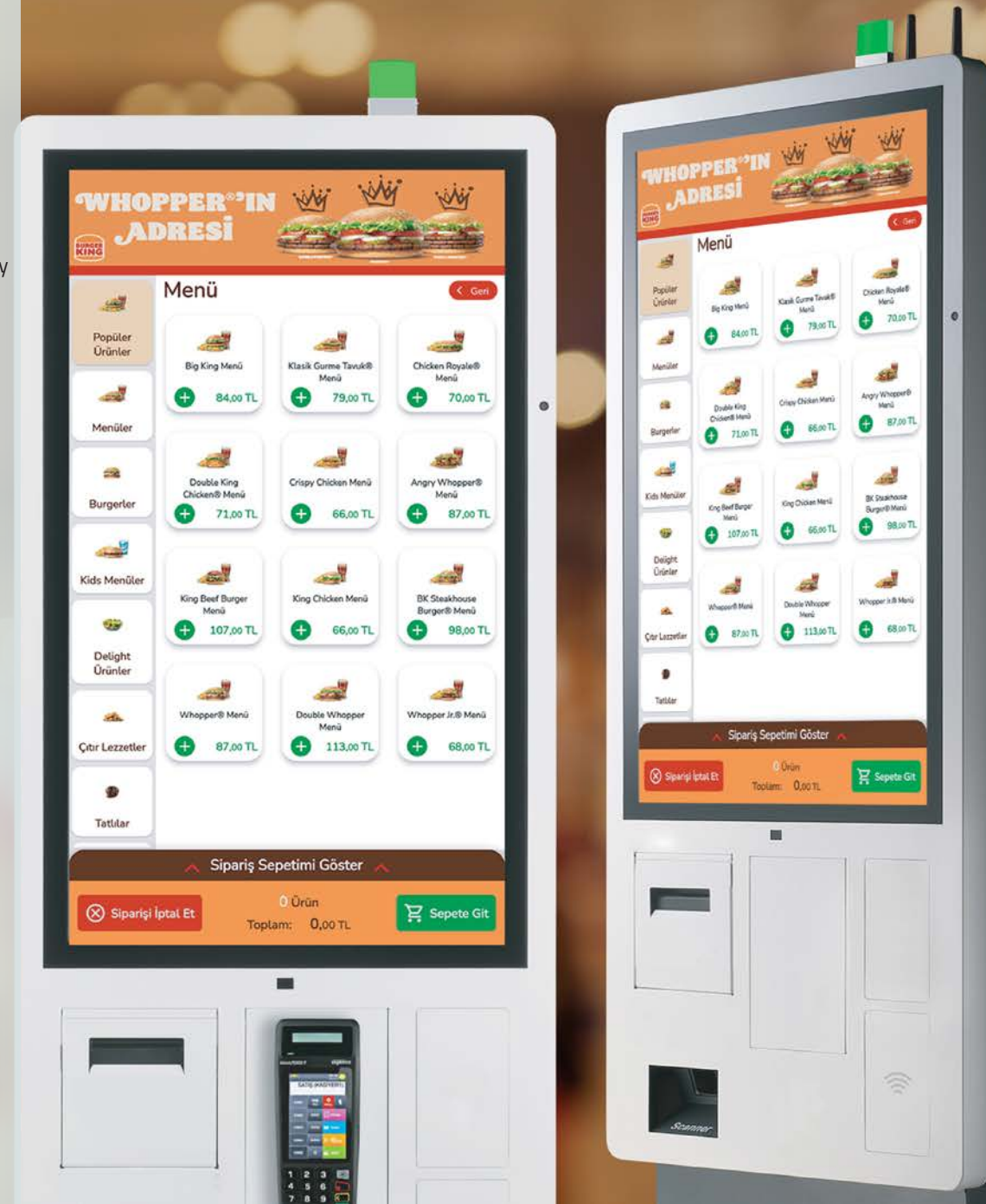
ATP Tradesoft

Tradesoft delivers comprehensive and sustainable software platforms tailored to the needs of capital and financial markets. With a customer-focused and environmentally conscious approach, the company provides scalable solutions designed to meet the unique needs of businesses. Serving 35 clients, Tradesoft develops software for brokerage firms, funds, and portfolio management companies, offering consultancy, software development, integration, project management, and user support. In 2023, Tradesoft systems facilitated trading on Borsa Istanbul, maintaining their leadership in transaction volume.

Tradesoft's modular platforms are engineered to adapt quickly to regulatory changes, ensuring compliance and efficiency. As a trusted solution partner, the company leverages expert teams and advanced technologies to deliver sustainable services. Adopting a leasing model for long-term sustainability, Tradesoft offers product maintenance, end-user support, and enhancement services under service level agreements (SLAs). These services are managed via the ServiceNow portal, accessible through web and mobile platforms.

GLOBAL TECHNOLOGY PLATFORM (GTP)

ATP Tradesoft GTP is a comprehensive and innovative software platform designed for brokerage firms, portfolio management companies, fund management institutions, and banks operating in capital markets. With its flexible and modular structure, GTP provides clients with a multi-channel, integrated platform capable of handling complex transactions efficiently. Its robust infrastructure processes over 5,000 orders per second while adhering to compliance rules.

The platform centralizes the management of all securities transaction processes, including operations, orders, risk management, customer and account tracking, and detailed reporting. This streamlines operations, automates workflows, and enhances customer satisfaction. Additionally, GTP enables companies to manage risks reliably and transparently, ensuring full compliance with local regulations and international standards. These features collectively provide clients with a sustainable competitive advantage.

XFRONT

XFront is a software platform designed to deliver speed, reliability, and flexibility to core systems without altering existing systems, business processes, user habits, or interfaces. Tailored for sectors with high speed sensitivity and complex transaction structures, particularly finance, XFront is built on the In-Memory Database OMS architecture, capable of processing 5,000 orders per second.

The platform operates independently of GTP, with a modular structure that supports integration with competitor systems. It offers balanced, predictable, and scalable performance, along with failover and backup support. Compatible with all channels, XFront functions autonomously within the operational system while performing risk controls fully compliant with regulatory requirements. In addition to supporting complex order types, XFront provides the infrastructure for Algo Orders, enabling advanced capabilities. These features enhance operational continuity and sustainability, helping businesses maintain a competitive edge.

XPMS

XPMS is a next-generation trading platform designed to meet the specific needs of portfolio managers. It allows orders to be transmitted to multiple brokerage firms from a single interface. Compliance checks are conducted during and after transactions using dynamic rules, enabling the early detection of potential non-compliance. XPMS combines flexibility and high performance with robust analysis and reporting capabilities, eliminating manual tasks to provide swift solutions for portfolio managers.

Compatible with Decision Support Systems, XPMS integrates seamlessly with various back-office systems, helping investment funds better navigate potential market fluctuations. Portfolios can be created within XPMS based on competing investment funds and securities, allowing users to simulate and analyze the impact of market changes on returns.

The platform's reporting features enable the comparison and ranking of managed funds against competitors, making it a preferred choice for portfolio management companies seeking sustainability and efficiency.

ALGOCAN

AlgoCan is an algorithmic stock trading software module developed by Tradesoft. This module allows institutions to execute transactions such as TWAP and VWAP on Borsa Istanbul more quickly. Continuously updated with ongoing R&D efforts, the module integrates new types of algorithmic trading into the system.

ROBO CAN

RoboCan has an impact that accelerates the digital transformation processes of institutions. This platform prevents resource losses, allowing companies to make better use of their employees in key strategic areas, thereby increasing employee satisfaction and productivity. It is equipped with error-free and fast- working robots that help minimize operational risks. As of year-end 2023, RoboCan has automated more than 350 processes.

NEXT-GENERATION MOBILE APP

ATP Tradesoft's third-generation mobile app, ATP Tradesoft Open Mobile, has been developed with each layer built using the latest technologies. This mobile app, introduced to investors in 2023, allows for the execution of all transactions related to stocks, futures contracts, warrants traded on Borsa Istanbul, and investment funds open for trading on TEFAS through a single platform. Additionally, it provides access to information and charts related to these instruments. Besides brokerage services, the contract approvals, risk profile tests, and collateral deposit-withdrawal transactions required for these operations can also be managed through a single app.

TEST AUTOMATION

Tradesoft uses a dedicated platform, managed through a single code structure for all clients, to test new versions of its apps. This platform can also be customized to specific client requirements and provides an environment to test the effects of these customizations. The test environment, where automated regression test scenarios and client-specific customized functions are trialed, helps achieve effective results. GTP provides a test automation service to try the function sets developed specifically for each client for virtual branch and mobile apps.
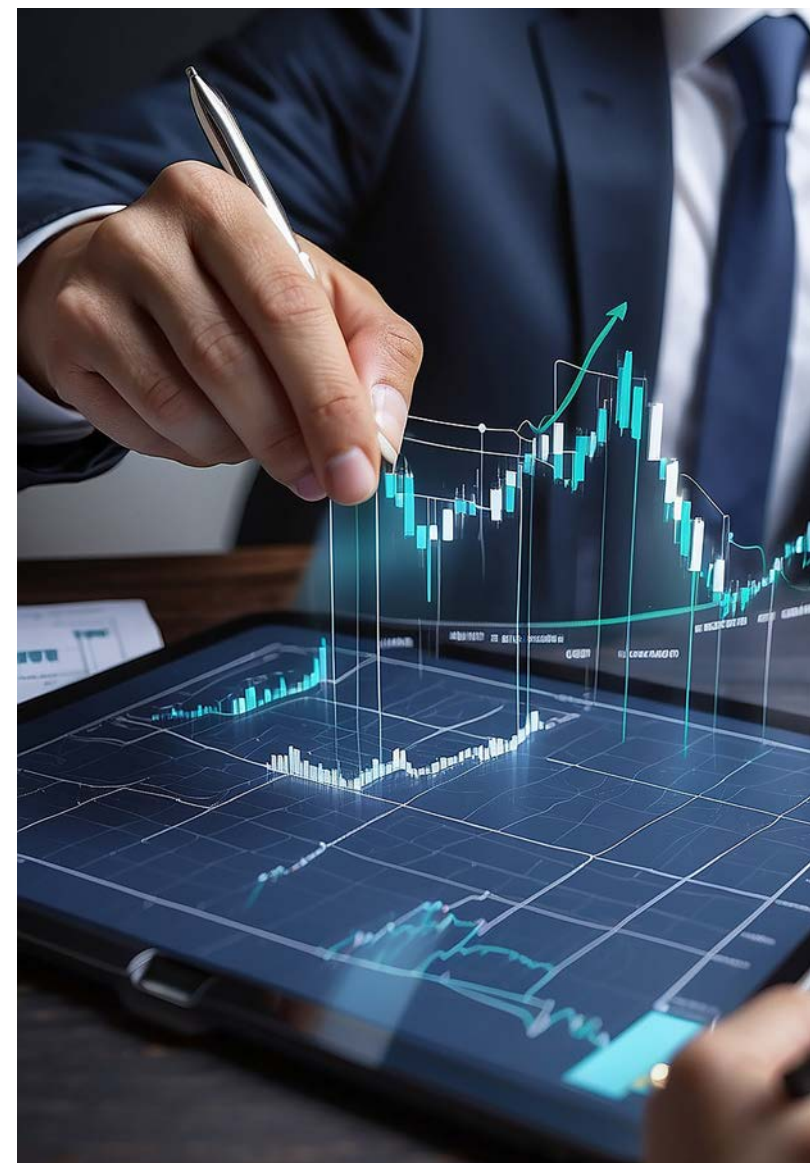
ATP Digital

ATP Digital drives digital transformation through software solutions delivered to corporate clients across Türkiye, China, and the EMEA region. Leveraging integrations with Microsoft Dynamics NAV ERP, CRM, and BI platforms, the company provides end-to-end technology services to support clients on their digital transformation journeys. In 2023, ATP Digital expanded its portfolio by adding nine new clients.

With sustainability-focused solutions, ATP Digital plays a vital role in advancing corporate digital transformation. As a Microsoft Gold Partner, it offers ERP, CRM, Power Platform, Azure, and licensing services. The company provides tailored solutions through modules, add-ons, and custom applications developed for Microsoft Dynamics 365 ERP and CRM products. In addition, ATP Digital supports companies' sustainability goals by delivering cybersecurity, network security, infrastructure information security, licensing, and IT maintenance support services.

ATP GreenX

ATP GreenX enhances customer experiences through a scalable SaaS solution built on a cloud-based architecture. Leveraging licensed digital wallet infrastructure, smart contracts, and blockchain technology, it manages the exchange and custody processes of sustainable energy products on a global scale. By providing secure exchange and custody transactions as well as local and international sustainable market data, ATP GreenX is shaping the digital green energy marketplace.

The platform drives market share growth by fostering new client connections. It also supports the digitalization efforts of risk, operations, finance, and trading departments within the energy sector. Through sustainability-focused services-spanning needs analysis, concept development, design and planning, production, and development-ATP GreenX contributes to the advancement of energy institutions and organizations.

CORPORATE GOVERNANCE

RISK MANAGEMENT

ATP helps clients proactively identify and manage risks that could jeopardize business continuity through its comprehensive corporate risk management system.

This system develops strategies to mitigate potential risks and oversees activities aligned with these strategies. The Early Detection of Risk Committee supports the Board of Directors by monitoring and reporting on these efforts.

The Early Detection of Risk Committee identifies risks that could threaten the company's long-term existence and growth, implementing measures to address these challenges. It also measures, monitors, and integrates risks into management decisions. The committee is responsible for adopting and implementing risk management policies and practices while ensuring the effectiveness of the risk management systems. Additionally, it fulfills responsibilities outlined in the Capital Markets Board (SPK) regulations and the Turkish Commercial Code (TTK).

During risk analyses, information assets for each process are identified, and potential threats are assessed in terms of confidentiality, integrity, and availability. Risks and vulnerabilities are identified across all processes, with corresponding control mechanisms implemented. Alongside corporate risk analyses, critical factors such as financial and operational risks, technological changes, competition, capital, debt, and collection management are also monitored.

Risk analysis for information assets includes evaluating environmental, hardware, and software threats, along with determining necessary measures. Furthermore, environmental and occupational health and safety (OHS) risks are continuously monitored to ensure sustainability.

This structure enables ATP to manage risks effectively and adopt a proactive approach in line with its sustainability vision.

ATP identifies and manages various risks to ensure the continuity and efficiency of its operations. These risks include:

- **Operational Risks:** ATP takes measures to prevent disruptions in business processes and operations, while also aiming to provide seamless, high-quality service its clients.

- **Compliance Risks:** The company takes all measures to protect information security in full compliance with laws, regulations, and contractual obligations.

- **Financial Risks:** ATP monitors financial risks arising from its activities (such as market, credit, liquidity, and interest rate risks) and develops strategies to mitigate them.

- **Capital Risks:** The company manages its capital structure and debt-equity balance to ensure the continuity and efficiency of its operations.

- **FX Position Risks:** ATP monitors risks arising from changes in exchange rates and uses hedging against these risks.

- **Counterparty Risks:** The risk of a counterparty failing to fulfill its contractual obligations is managed especially through trade receivables.

- **Liquidity Risks:** The company balances the maturity of financial assets and liabilities to ensure adequate cash flow and access to funds.

- **Interest Rate Risks:** ATP manages interest-sensitive assets and liabilities to mitigate the impact of changes in interest rates on the company's finances.

- **ESG Risks:** At ATP, ESG risks are managed as part of the corporate risk management approach. In 2023, ESG risks at ATP were reviewed, and potential risks related to environmental, social, and corporate governance aspects were reassessed. In terms of the environment, potential regulations related to the transition to a low-carbon economy and waste minimization efforts are among the high-priority environmental compliance risks in ATP's operations. regarding social issues, the risk of attracting and retaining talent stands among the top priorities. In the context of technology and reputation, information security and changing customer expectations, associated with corporate governance risks, are among the risks that ATP prioritizes.

ATP strives to ensure the continuity and success of its operations by effectively managing different types of risks, aiming to provide reliable and high-quality service to its clients while maintaining their sustainability

BUSINESS ETHICS AND TRANSPARENCY

ATP adheres to the principles of accountability, transparency, and full legal compliance across all stages of its business processes. In line with these values, the company has expanded its policy framework to include new sustainability-focused policies, such as the Environmental Policy, Occupational Health and Safety Policy, Quality Policy, and Energy Policy. These initiatives reflect ATP's commitment to ethical standards and social responsibility, integrating sustainability principles into its operations and prioritizing these values throughout its business processes.

Code of Ethics: ATP's Code of Ethics embodies the company's core values of transparency, integrity, fairness, and full compliance with the law. Guided by these principles, ATP is committed to maintaining high ethical standards in its business practices and upholding these values across all operations. From a sustainability perspective, ATP's approach emphasizes respecting the rights of employees, clients, and business partners, fostering a safe and equitable work environment, and ensuring transparency and accountability at every level. The Code of Ethics clearly defines ATP's standards for ethical conduct and its responsibilities within the business world.

Information Security Policy: The continuous evolution of technology and information systems is paving the way to new network structures, operating systems, and apps. Along with these developments, the protection of information-especially its privacy, integrity, and availability–has become critically important for organizations. ATP has developed a comprehensive Information Security Policy to ensure security in all information collection, processing, storage, dissemination, and utilization processes. This policy aims to ensure uninterrupted delivery of the company's services, protection of information assets, and managing all information processes in compliance with legal requirements.

This policy was born out of the necessity to proactively manage security risks and implemented with the support of senior management as a testament to the ATP's strong commitment to information security.

The 27001 Information Security Management System was established in 2023, with plans in place to have it certified in 2024. These efforts underscore ATP's commitment to information security as part of its sustainability strategy and the progress achieved so far.

Diversity and Inclusion Policy: A In line with its sustainability principles and goals, ATP has adopted diversity and inclusion as a core value. The company embraces an equal and fair approach to all forms of diversity—including gender, race, skin color, nationality or ethnic origin, religion, age, disability status, health condition, genetic characteristics, pregnancy, sexual orientation, gender identity, marital status, and other legally protected statuses. ATP aims to celebrate the unique characteristics and perspectives of all employees, integrate the rich diversity into the workplace, and build a culture of inclusion across the organization. By recognizing and appreciating the potential of each employee, ATP strives to achieve sustainable success with a workforce that reflects the broad spectrum of society.

In 2023, ATP advanced its sustainability strategy by introducing its Environmental, Energy, Occupational Health and Safety, and Quality policies. The company is now solidifying the groundwork for additional policies to further enhance its leadership and plans to publicly disclose them in 2024.

Human Rights Policy: ATP's Human Rights Policy provides a comprehensive guideline designed to ensure that everyone within the organization upholds globally and locally recognized human rights standards in line with sustainability principles. This policy helps prevent any violations by setting clear expectations regarding human rights and supports the company's risk management processes by eliminating potential human rights violations.

As part of the company's sustainability efforts, the policy also bolsters ATP's image as a reputable institution fulfilling its social responsibilities. The policy embodies the company's commitment to effective communication with its stakeholders and addressing their concerns. ATP plays a significant role in promoting a corporate culture that respects human rights and contributes to progress on the path to sustainability.
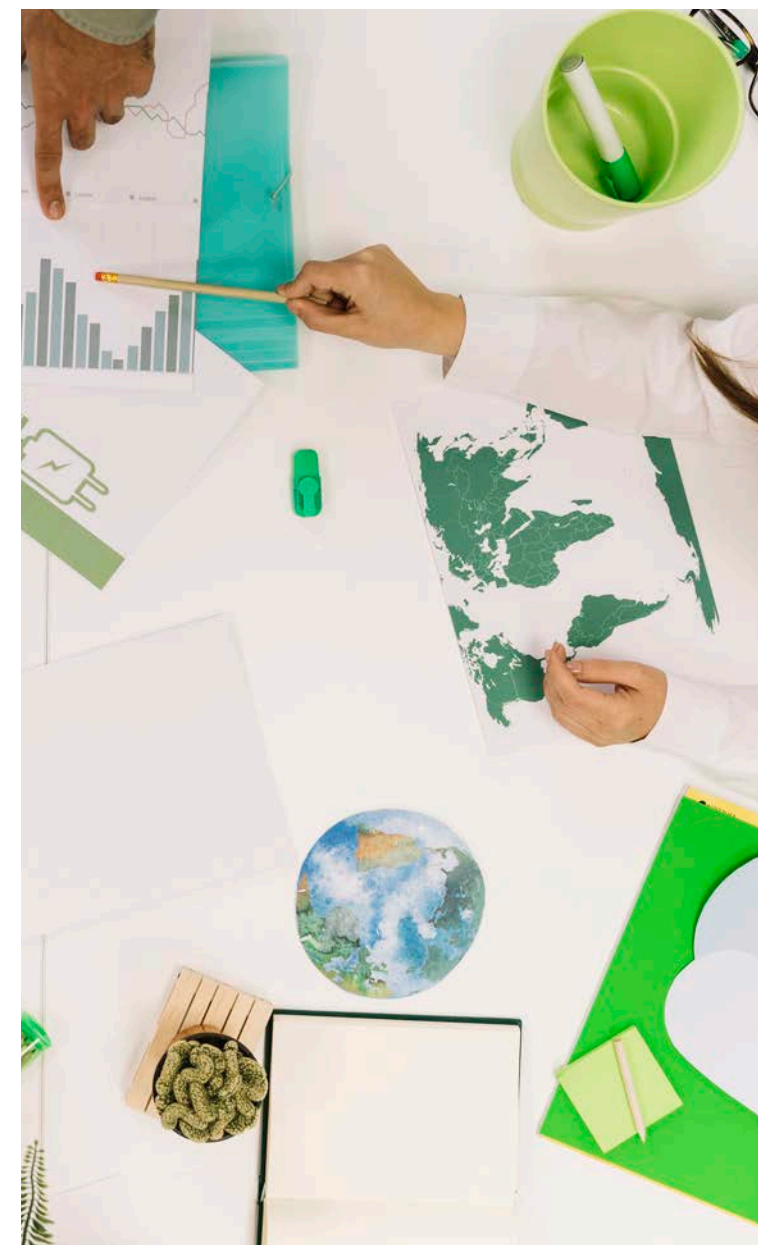
Environmental Policy: ATP's environmental policy, adopted as part of the sustainability framework, lays out the company's commitment to minimizing its environmental impact, conserving natural resources, and contributing positively to the balance of the ecosystem.

This policy defines concrete steps such as energy conservation, waste reduction and management, protection of water resources, promoting renewable energy sources, pollution prevention, and overall reduction of environmental impacts. It also envisions the development of eco-friendly technologies and sustainable supply chain practices, and calls for strict legal and regulatory compliance.

To achieve its environmental sustainability targets, ATP aims to raise environmental awareness and responsibility across the organization by setting transparent, measurable, and achievable targets, establishing strong collaboration and communication networks with stakeholders, and continuously improving environmental performance. This comprehensive environmental policy not only helps ATP reduce its own environmental footprint but also enhances its corporate reputation and brand value, inspires customer and investor confidence, and contributes to the company's long-term sustainable success. This approach demonstrates ATP's commitment to environmental responsibility and its active fulfillment of these commitments for a sustainable future.

Occupational Health and Safety Policy: As emphasized in the occupational health and safety policy, ATP prioritizes the health and safety of its employees. The objective of the policy is to mitigate workplace risks, prevent work accidents and occupational diseases, and to lay out the company's commitment to improving occupational health and safety standards. The policy also specifies the responsibilities toward the environment and society, recognizing that a healthy and safe work environment affects not only employees but also the overall well-being of the community.

This policy promotes continuous improvement to ensure the long-term success and sustainability of the business.

Quality Policy: The objective of ATP's quality policy is to continuously improve product and service quality and minimize its environmental impacts in line with its sustainability targets. To create ultimate customer satisfaction, we adopt a continuous improvement approach, provide ongoing training and development opportunities to enhance the quality of our products and services, engage in partnerships to reduce environmental and social impacts across our supply chain, encourage employee participation, and ensure they share their sustainability responsibilities. We also strive to comply with laws and regulations, adhere to sustainability principles, and meet societal expectations. Through this policy, ATP aims to continuously monitor and improve its sustainability performance. We remain committed to implementing our quality policy to maintain our leadership in sustainability and add value to our stakeholders.

Energy Policy: The principles of sustainability, efficiency, and innovation form the foundation of the company's energy management strategies in alignment with ATP's mission to "Empower a Renewable Future." Upholding our corporate ethical values and social responsibilities, we have adopted a clearly defined energy policy that promotes environmental sustainability and the use of renewable energy sources.

This policy mandates that we make environmentally conscious and informed decisions across all stages of our operations. As we implement this policy, we continue to minimize our energy consumption and develop innovative, eco-friendly energy solutions. The International Renewable Energy Certification (I-REC) process we initiated in 2023 will be completed in 2024, representing a significant step toward achieving our sustainability targets.

Through these actions, ATP aims to create a greener and more sustainable future for both the company and society.

ATP's Human Rights Policy, Information Security Policy, and other sustainability policies are the cornerstones of a forward-thinking and responsible organization. These policies contribute to the continuous development of the business by ensuring respect for human rights, environmental protection, and the well-being of all individuals within the organization. Additionally, by defining clear behavioral expectations, they support risk management and play an active role in shaping the image associated with corporate social responsibility. These policies help promote a resilient, inclusive, and harmonious work environment that contributes to broader social and environmental well-being, while supporting the organization's economic growth. Therefore, ATP commits to continuously adhering to and improving these policies in compliance with applicable laws, regulations, and contractual obligations. By reinforcing its commitment to responsibilities, ATP continues to work on other policies, aiming to disclose them publicly in the future. This approach enhances ATP's leadership in sustainability while enhancing its capability to create value for all stakeholders.

STAKEHOLDER ENGAGEMENT

As part of its sustainability strategy, ATP fosters effective two-way communication with stakeholders. This approach enables the company to meet its sustainability targets while addressing stakeholder expectations with precision.

When shaping its sustainability strategies, ATP actively considers the perspectives of its employees and external stakeholders. The company aims to create value for all its stakeholders, prioritizing critical groups, by incorporating their input into strategic decisions and maintaining regular, effective communication. To achieve this, ATP engages in extensive collaborations, integrating ideas from diverse individuals and organizations. Furthermore, it actively participates in international initiatives, partnering with industry stakeholders and relevant organizations to develop sustainable solutions. This collaborative approach is integral to ATP's progress toward its sustainability goals.

ATP seeks and incorporates stakeholder feedback on sustainability issues, conducting stakeholder analyses to understand their expectations and evaluate its Corporate Social Responsibility (CSR) performance.

The assessments in accordance with the AA1000 Stakeholder Engagement Standard have enabled ATP to identify the material topics that need to be strategically prioritized. This process supports the company's progress in alignment with its sustainability targets. In developing its sustainability strategy, ATP first determined the groups to engage. Accordingly, the stakeholders were categorized into three key groups: stakeholders with direct economic impact (employees, senior management, business partners, suppliers), stakeholders with indirect economic impact (clients, analysts, creditors), and stakeholders bringing new perspectives and information (NGOs). Then, surveys were conducted to better understand the feedback from these stakeholder groups and to identify material topics, the responses were assessed, and the information was integrated into strategic planning. In this process, one-on-one meetings with senior management ensured that stakeholders' views were directly received and evaluated. Finally, ATP's sustainability strategy was studied with comprehensive stakeholder engagement and data analyses.

In 2023, ATP partnered with relevant associations and non-governmental organizations in search of solutions to environmental and social issues. First, ATP became a member of EDİDER, an association leading digital transformation in the energy sector in Türkiye. The company plans to expand such collaborations in 2024. This strategy plays a significant role in ATP's achievement of its sustainability targets.

In line with its sustainability targets, ATP uses multiple common infrastructures and interfaces to provide easy access to its products through a single system. The company thoroughly evaluates requests received through various channels for customer communication and manages this process with a transparent approach. ATP regularly reviews customer feedback through the Change Requests Board, develops solutions tailored to customer needs, and continuously improves these solutions.

Adopting a customer-centric approach, the company integrates viable suggestions into its product development strategy. To enhance product and service quality, ATP regularly conducts customer satisfaction surveys, analyzes the collected data, and turns this information into strategic improvement plans. With these processes, ATP aims to maintain high-quality standards and increase customer satisfaction while adhering to its sustainability principles. The company sends short satisfaction surveys after solutions are delivered to measure their effectiveness and service quality, continuously receiving feedback and enhancing its services accordingly.

ATP applies sustainability principles to customer services as well, managing all operations with Service Level Agreements (SLAs). The company offers integrations with third-party systems to ensure that cases are swiftly communicated to relevant parties and the SLAs are effectively implemented. This system enables ATP to monitor team performance in real time and to continuously seize improvement opportunities.

Additionally, the Information Security Policy provides guidance for protecting client information across all processes. ATP prioritizes customer privacy and security to consistently improve customer satisfaction and trust. This approach enhances operational efficiency and fosters customer relationships in alignment with the company's sustainability targets.

STAKEHOLDER ENGAGEMENT

Stakeholders	Engagement Methods	Frequency
Group Companies	Emails, Sustainability Reports, Customer Surveys, Call Center, Social Media, Human Resources Activities, Events, Training Programs	Continuous, Annual
Investors	Face-to-Face Meetings, Phone Calls, Teleconferences and Emailing, Workshops	Continuous, Annual
Suppliers	Daily Workflows, Face-to-Face Meetings, Emailing	Continuous, Annual
Public Institutions	Regular Reporting, Meetings, Forums and Conferences, Press Releases, One-on-One Meetings	Continuous, Annual
NGOs	Strategic Partnerships, Events	Continuous, Annual
Employees	Satisfaction Surveys, Suggestion and Idea Sharing Platforms, Face-to-Face Meetings, Seniority Incentive Awards, Recognition and Reward System, Motivational Events, Sports and Social Clubs	Continuous, Annual
Media	Press Conferences, Press Releases, Congresses	Annual
Universities	Congresses, Collaborations, Internship Programs	Annual

SUSTAINABILITY APPROACH

SUSTAINABILITY STRATEGY

ATP's sustainability strategy is founded on three core pillars: Innovation, People and Community Focus, and Future-Fit. These pillars serve as the foundation for the company's engagement with all stakeholders.

In response to the challenges posed by the climate crisis, ATP has prioritized sustainable growth in alignment with the United Nations' Sustainable Development Goals (SDGs). With respect to its Innovation, People and Community Focus, and Future-Fit pillars, the company embraces a management approach rooted in environmental and social responsibility, working collaboratively with internal and external stakeholders. This strategy extends across ATP's operations and interactions with customers and products, aiming to enhance clients' sustainability performance while contributing to the community and the environment. ATP's sustainability approach, embedded throughout its value chain, reflects the company's commitments and vision for a more sustainable future.

ATP continues to design innovative products and services that support sustainability to increase revenues from these segments.

This innovation approach, shaped around sustainable solutions, exemplifies ATP's entrepreneurial spirit and steers the company toward different business models and innovation partnerships.

Implementing this strategy, ATP aims to capture economic success while also contributing to environmental and social sustainability. This objective of this approach is to position the company as a market leader and an exemplary organization in social and environmental endeavors.

The People and Community Focus pillar is shaped by an approach that prioritizes the happiness and well-being of its employees. By enhancing the well-being of its employees, ATP aims to be a leading employer preferred by talents in the industry. Accordingly, ATP prioritizes increasing the number of female employees and managers, promoting gender equality and equal opportunity. With strong social sensibilities, the company plans to allocate a portion of its annual earnings to community investments. This strategy supports ATP's vision of creating a positive impact not only in the business world but also in society, reinforcing the foundations for a sustainable future. The Future-Fit pillar reinforces ATP's sustainability efforts by raising awareness about reducing its carbon footprint, lowering water consumption, minimizing, decreasing, and recycling waste, and managing a sustainable supply chain.

ATP promotes eco-friendly business processes by increasing energy efficiency to reduce its carbon footprint, developing consumption reduction strategies for sustainable use of water resources, and minimizing waste generation through waste management programs. The company also plans to obtain International Renewable Energy Certification (I-REC) in 2024 by encouraging the use of renewable energy sources. Through this strategy, ATP aims to transform business processes with environmentally friendly methods and to protect the well-being of the company and the planet in the long term. The transition to renewable energy not only reduces ATP's environmental impact but also supports its goal of creating value for customers and the broader ecosystem. This approach contributes to ATP's future readiness as a sustainable leader by reshaping its business models to provide environmental and social benefits. This commitment positions ATP as a responsible company with both economical and also social and environmental impact.

ATP has built its sustainability strategy on three key pillars: Innovation, People and Community Focus, and Future-Fit. In the Innovation pillar, the company focuses on innovative products and entrepreneurship along with innovation partnerships. These create a competitive advantage in the market by enabling ATP to offer pioneering and innovative solutions.

The People and Community Focus pillar encompasses employee happiness and engagement, talent management, diversity and inclusion, and community investments. ATP aims to improve employee satisfaction while contributing to society through investments in various communities. The Future-Fit pillar focuses on developing strategies related to the use of renewable energy and the future of work, with an emphasis on environmental sustainability and long-term business strategies. To support these topics, ATP leverages core strategies: Ethics, Compliance and Transparency, Digital Transformation, and Data Security. These core strategies play a key role in achieving the company's sustainability-focused goals, ensuring transparency and ethical standards across all processes, and modernizing data management and business processes through digital transformation. The targets set for each pillar aim to translate ATP's sustainability strategy into tangible outcomes.

The actions to be taken toward these targets are designed to ensure that the company achieves tangible and measurable results, beyond strategic plans. With this structured approach, ATP ensures steady progress in its sustainability efforts and creates positive change.

STRATEGY FRAMEWORK

People and Community Focus

Employee Happiness and Engagement
Reinforcing sustainable business practices by improving employee engagement.

Diversity and Inclusion
Promoting equality and sustainability by increasing female employment ratio.

Talent Management
Becoming the most preferred employer in the sector, prioritizing sustainability and satisfaction.

Community Investments
Fostering social responsibility by allocating more for community investments.

Future-Fit

Renewable Energy
Achieving sustainability targets by using renewable energy.

Future of Work
Building a sustainable structure with a meaningful business model.

Climate Change and Environmental Management
Raising awareness about reducing carbon footprint, water and waste management, recycling, and sustainable supply chain.

Innovation

Innovative Products and Entrepreneurship
Increasing revenues from sustainable products.

Innovation Partnerships
Supporting sustainability through innovation partnerships.

CORE STRATEGIES

Ethics, Compliance and Transparency

Digital Transformation

Data Security

SUSTAINABILITY GOVERNANCE STRUCTURE

BOARD OF DIRECTORS

CEO - SUSTAINABILITY COMMITTEE CHAIR

SUSTAINABILITY MANAGEMENT TEAM

WORKING GROUPS

MARKETING

FINANCE

HUMAN RESOURCES

PROCESS AND COMPLIANCE DIRECTOR

FUTURE WORKING GROUP

PEOPLE AND COMMUNITY WORKING GROUP

INNOVATION WORKING GROUP

INVESTOR RELATIONS AND SUSTAINABILITY
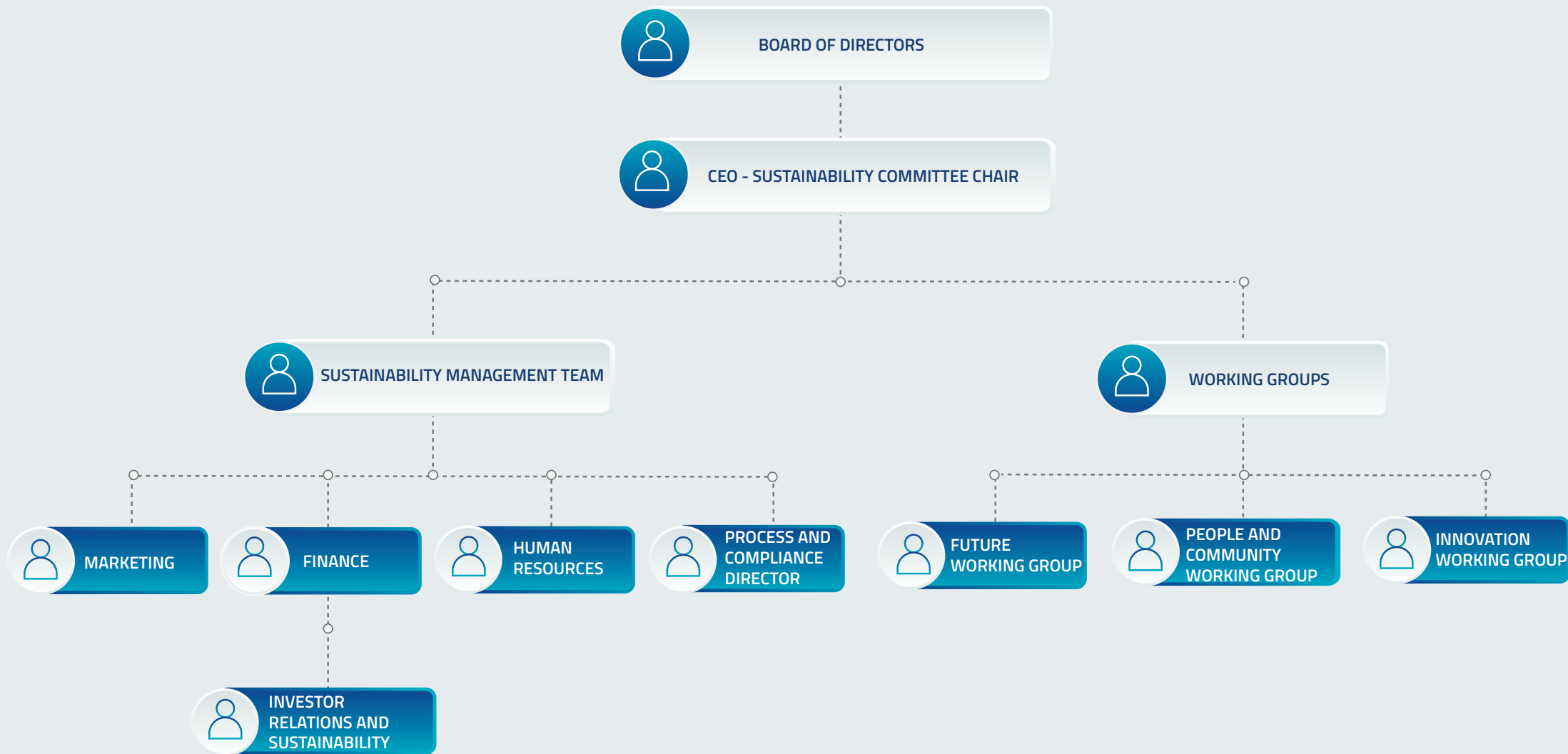
SUSTAINABILITY GOVERNANCE STRUCTURE

In 2023, ATP, together with the Sustainability Committee, defined and began implementing its working principles in alignment with applicable strategies and sustainability principles.

ATP's sustainability governance model is led by the Board of Directors and overseen by the Sustainability Committee, chaired by the CEO. The committee is tasked with ensuring the full integration of sustainability throughout the organization, establishing sustainability-related policies, and coordinating associated activities. Through this structure, the sustainability strategy is embedded, monitored, and managed across all business units both horizontally and vertically. The strategy is endorsed by the highest governance body, while its implementation is overseen by senior management. The committee comprises members appointed by the Board of Directors, which also determines the number and roles of its members. The CEO leads the committee in defining and executing sustainability strategies and policies.

The committee secretary facilitates communication with the Board of Directors by coordinating with other members. This structure ensures effective collaboration and governance within the company to achieve sustainability targets.

The Sustainability Committee sets and monitors the company's sustainability targets, evaluates sustainability performance using performance metrics, and identifies improvement opportunities. The committee convenes regularly at least four times a year and can meet more frequently if needed. The chair calls the committee to meeting and works with the secretary to set the agenda. The secretary organizes the meetings, prepares the agenda, and keeps the minutes. The secretary is also tasked with documenting the policies and procedures determined by the committee and keeping records of committee activities. The secretary collects, reports, and stores data related to the company's sustainability performance, facilitating annual monitoring.

The chair submits the committee resolutions to the Board of Directors, which reviews and decides on the resolutions that require Board approval. This practice enables the company to effectively manage its sustainability strategy and achieve its targets. Additionally, working groups have been formed to operate under the committee to support the successful implementation of the sustainability strategy.

These working groups, focused on specific topics, play an important role in the implementation and development of the sustainability strategy. The working groups support the relevant pillars, facilitate the monitoring of annual performance, and generate project ideas for improvements. They ensure the effective implementation of the sustainability strategy, helping the company achieve its sustainability targets. The working groups under the Sustainability Committee were formed in 2023 with managers from all functions as members.

These groups operate within the framework of the Innovation, People and Community Focus, and Future-Fit pillars, working toward achieving sustainability goals and targets. They identify the needs and development areas as part of these activities and regularly report their findings to the committee. In this process, the Sustainability Strategy is supported end-to- end, with planned actions to achieve the targets added to scorecards of senior managers in all functions. A sustainability scorecard is created, and the actions taken are closely monitored for continuous improvement in sustainability performance

MATERIALITY ASSESSMENT

MATERIALITY ASSESSMENT PROCESS

In alignment with its Sustainability Policy, ATP conducted a materiality analysis based on evaluations by leading organizations, including the United Nations for the Sustainable Development Goals, the Sustainability Accounting Standards Board (SASB), Digital Europe, the World Economic Forum, and the AA1000 Stakeholder Engagement Standard. This analysis allows ATP to manage identified material topics by considering economic and ESG (Environmental, Social, and Governance) aspects, ensuring the highest impact for both stakeholders and the business. The ultimate goal is to achieve sustainability targets aligned with these material topics.

The process began with a literature review to analyze international trends, standards, industry conditions, and stakeholder expectations. This review resulted in a comprehensive list of topics encompassing the company's focus areas and stakeholder priorities. This list was then shared with stakeholders, and feedback was gathered through surveys and one-on-one interviews.
Before incorporating this feedback, each topic was analyzed against various criteria to add depth and perspective to the materiality process.

Based on the assessment results, the most significant topics were identified and evaluated using a holistic approach. These became the company's material topics, serving as specific focus areas for long-term value creation.

External Trend Analysis

Manager Interviews

Impact Analysis (ESG)

Company Strategy

Stakeholder Engagement

MATERIALITY MATRIX

After the materiality assessments and senior management's approval, a materiality matrix was created.

Furthermore, the topics were evaluated based on the results of the materiality assessments and grouped into the following categories to manage them more effectively:

- **Very High Priority Topics**
- **High Priority Topics**
- **Material Topics**

This categorization, explained in more detail in the tables following the materiality matrix, has allowed the material topics to be classified according to their priorities.

This approach has been applied to create a better understanding and support effective implementation of the sustainability strategy.

Materiality matrix plotting Importance for Stakeholders (y-axis, 30–100) against Importance for ATP (x-axis, 30–100):

1 Innovative Products and Entrepreneurship
2 Digital Transformation
3 Data Security
4 Employee Happiness and Engagement
5 Ethics, Compliance and Transparency
6 Innovation Partnerships
7 Renewable Energy
8 Talent Management
9 Future of Work
10 Sustainable Supply Chain
11 Energy Efficiency
12 Climate Action
13 Community Investments
14 Diversity and Inclusion
15 Organizational Development and Culture
16 Sustainable Finance & Responsible Investment
17 Integrate Risk Management
18 Water Stewardship
19 Circular Economy
20 Waste Management
21 Stakeholder Engagement
22 Occupational Health and Safety
23 Local Socioeconomic Impact

ALIGNMENT WITH SUSTAINABLE DEVELOPMENT GOALS

ALIGNMENT WITH SUSTAINABLE DEVELOPMENT GOALS

VERY HIGH PRIORITY TOPICS

Innovative Products and Entrepreneurship
Digital Transformation
Data Security
Employee Happiness and Engagement
Ethics, Compliance and Transparency
Innovation Partnerships
Renewable Energy
Talent Management
Future of Work

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVA AND INFRASTRUCT
10 REDUCED INEQUALITIES
13 CLIMATE ACTION
17 PARTNERSHIPS FOR THE GOALS

HIGH PRIORITY TOPICS

Sustainable Supply Chain
Energy Efficiency
Climate Action
Community Investments
Diversity and Inclusion
Organizational Development and Culture
Sustainable Finance & Responsible Investment

5 GENDER EQUALITY
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
13 CLIMATE ACTION
17 PARTNERSHIPS FOR THE GOALS

MATERIAL TOPICS

Integrated Risk Management
Water Stewardship
Circular Economy
Waste Management
Stakeholder Engagement
Occupational Health and Safety
Local Socioeconomic Impact

3 GOOD HEALTH AND WELL-BEING
6 CLEAN WATER AND SANITATION
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
17 PARTNERSHIPS FOR THE GOALS

VERY HIGH PRIORITY TOPICS MATERIAL TOPICS IN DETAIL:

Topic	Description	SDGs
Innovative Products and Entrepreneurship	New sustainable business trends, innovative product development and innovation for increasing environmental and social benefits.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Digital Transformation	Technological advancements, business processes driving digital transformation, and digital processes gradually replacing traditional manual processes.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 13 CLIMATE ACTION; 17 PARTNERSHIPS FOR THE GOALS
Data Security	Protecting and securely storing personal and commercial data, which is material to the organization and stakeholders.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Employee Happiness and Engagement	Implementing practices to enhance the satisfaction and loyalty of employees through moral and material support.	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
Ethics, Compliance and Transparency	In communications and engagements, highlighting full legal compliance and adherence to ethical principles, transparent disclosure, regular reporting, and sharing information regarding anti-bribery and anti-corruption practices and addressing unfair competition; adopting corporate responsibility and social commitments as core principles, providing an equitable and respectful work environment for stakeholders.	8 DECENT WORK AND ECONOMIC GROWTH; 13 CLIMATE ACTION
Innovation Partnerships	Participating in various initiatives and developing strategic partnerships to contribute to sustainability on a broader scale, building a regular and systematic engagement network with stakeholders, and evaluating all stakeholders across the value chain and directly or indirectly affected by our activities in economic, social and environmental aspects.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 17 PARTNERSHIPS FOR THE GOALS
Renewable Energy	Increasing the energy efficiency of buildings and promoting the use of alternative, renewable energy sources, raising sustainable environmental awareness. Meeting the energy needs of buildings and reducing their environmental impact by transitioning to cleaner, renewable energy sources.	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION
Talent Management	Assessing and developing the skills and expertise of existing and prospective employees in line with the current and future needs of the company with maximum efficiency; ensuring that the company responds quickly and effectively to the evolving demands of the business world.	4 QUALITY EDUCATION; 10 REDUCED INEQUALITIES
Future of Work	Continuously developing various professional skills in line with the company's current and potential business areas, new business trends and sustainability principles, building an environment that supports such skills. This strategy enables the organization to effectively adapt to the changes in market conditions and environmental responsibilities.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

HIGH PRIORITY TOPICS

MATERIAL TOPICS IN DETAIL:

Sustainable Supply Chain	Diligently implementing environmental, social and ethical standards across the supply chain and enhancing traceability at each stage. Addressing all activities, assessments and guidance within the supply chain in accordance with Environmental, Social and Governance (ESG) standards, and aiming to build a sustainable and responsible supply chain.	13 CLIMATE ACTION 17 PARTNERSHIPS FOR THE GOALS
Energy Efficiency	Continuously reviewing and improving business processes and equipment to maximize energy efficiency. Effective management and reduction of energy consumption, more efficient use of resources, and minimizing environmental impact.	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION 17 PARTNERSHIPS FOR THE GOALS
Climate Action	Analyzing the effects of climate change on the world, industry, and the company, developing strategies to mitigate them, and working to adapt to climate change.	13 CLIMATE ACTION
Community Investments	Assessing the company's current and prospective investments in terms of their potential to create social benefit, prioritizing investments that meet this criterion. Setting targets to ensure that the needs and expectations of local communities are considered and projects are developed to l provide mutual benefit.	11 SUSTAINABLE CITIES AND COMMUNITIES 10 REDUCED INEQUALITIES
Diversity and Inclusion	Ensuring that every individual is treated equally without any discrimination against gender, ethnicity, religion, sexual orientation, and age in all work environments within the organization and across value chains. Aiming to build an inclusive work environment where diversity is supported and all individuals are treated with respect.	5 GENDER EQUALITY 10 REDUCED INEQUALITIES
Organizational Development and Culture	Raising awareness about Environmental, Social and Governance (ESG) topics and sustainability principles within the organization and improving the relevant skills of all employees. Determining strategies to achieve sustainability targets and to develop a deeper understanding and implementation skills.	8 DECENT WORK AND ECONOMIC GROWTH
Sustainable Finance & Responsible Investments	Exploring and developing sustainable financing opportunities by considering Environmental, Social and Governance (ESG) standards and economic performance indicators in assessing current and future investments and leveraging them effectively for the company's improvement, capacity increase and transformation processes. Determining a holistic strategy to achieve sustainability targets and to increase financial performance.	10 REDUCED INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION
Integrated Risk Management	Defining Integrated Risk Management as a process of addressing financial, environmental, social and governance (ESG) risks as a whole and managing with a systematic approach. In this process, risks are evaluated both individually and also by considering the interconnected relationships and their collective impact on the company, and the strategies are developed accordingly. Our goal is to create long-term value by building a resilient and flexible structure against both current and future risks.	8 DECENT WORK AND ECONOMIC GROWTH

MATERIAL TOPICS

MATERIAL TOPICS IN DETAIL:

Material Topic	Detail	SDGs
Water Stewardship	Effective and efficient use of water resources, conservation and sustainable management of water. Recognizing the vital importance of water for the business, minimizing water consumption, conserving water resources, and managing water-related risks.	13 CLIMATE ACTION / 6 CLEAN WATER AND SANITATION
Circular Economy	Circular economy is defined as an approach that supports sustainability targets by minimizing resource use and reducing waste. Aiming to extend product life, reuse resources and minimize environmental impact during the process of designing software and technology solutions. Improving economic efficiency and supporting environmental sustainability.	13 CLIMATE ACTION / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Waste Management	Working to reduce waste, implement recycling and reuse methods and minimize environmental impact. As part of social responsibility projects, aiming to raise environmental awareness in society and support training and awareness about waste management, contribute to environmental and social sustainability through efficient use of resources and minimize waste.	13 CLIMATE ACTION
Stakeholder Engagement	Defining and implementing effective sustainability strategies by considering the opinions and suggestions of stakeholders. Aiming to develop solutions that support both environmental and social sustainability.	17 PARTNERSHIPS FOR THE GOALS
Occupational Health and Safety	ATP is committed to ensuring equality for all individuals within its work environments and across its value chains, free from discrimination based on gender, ethnicity, religion, sexual orientation, or age. The company strives to foster an inclusive workplace where diversity is celebrated, and every individual is treated with respect.	5 GENDER EQUALITY / 10 REDUCED INEQUALITIES
Local Socioeconomic Impact	Collaborating with local communities, increasing local employment, and supporting economic development. Improving the well-being of communities and building social solidarity through social responsibility projects and local initiatives. Contributing to local and global sustainability goals.	10 REDUCED INEQUALITIES / 11 SUSTAINABLE CITIES AND COMMUNITIES

INNOVATION

SUSTAINABILITY STRATEGY

ATP's dedication to environmental responsibility and building a sustainable future is a cornerstone of the company's long-term strategic vision.

ATP aims to lead the industry in transformation by offering innovative solutions to offer clients a competitive advantage. Innovation comes to the forefront as a critical factor of competitiveness in the constantly evolving world of technology. Accordingly, ATP supports innovation by encouraging collaborations and sharing knowledge. In 2023, ATP increased its R&D investments by 144%, taking significant steps in innovation and sustainability. The company reinforces its mission to create added value through technology by leveraging its industry know-how and experience. ATP plays a leading role in the accurate processing of data and contributing to decision-making mechanisms.

As of 2023, ATP employs an R&D team of 207 people, delivering successfully executed projects tailored to the specific needs of various industries.

To date, ATP has successfully completed eight TÜBİTAK and 79 Technopark projects, and published 25 academic papers with a total of 54 citations between 2019 and 2023. This level of expertise and know-how serves ATP's mission of adding value to the industry through academic publications.

Aiming to increase its sustainability-focused R&D and innovation activities, ATP remains determined to reducing emissions from its operations. These efforts demonstrate the company's commitment to fulfilling its environmental responsibilities and building a sustainable future. ATP prioritizes sustainability, developing various strategies to reduce carbon emissions from its operations and improve energy efficiency. The company regards its sustainability efforts both as an environmental responsibility and also as essential for long-term business success.

ATP leads the industry in transformation with its innovation and sustainability-focused R&D activities, creating a competitive advantage for its clients. Through R&D projects, academic contributions, and sustainability efforts, the company aims to reinforce its future leadership by supporting its own achievements and the overall success of the industry.

MATERIAL TOPICS IN DETAIL

Material Topic	Description
Innovative Products and Entrepreneurship	ATP is taking strategic actions in innovative products and entrepreneurship to increase the share of sustainable products in its revenues. The company develops strategies that minimize environmental impact and support long-term business success by reinforcing sustainability-focused R&D and innovation. **Actions for achieving the goal of increasing the share of sustainable products in revenues:** **Investing in Technological Advancements:** ATP continues to develop innovative solutions and technologies by investing in R&D and innovation. Such initiatives create opportunities to strengthen and improve the infrastructure required for designing and developing sustainable products. **Promoting Intrapreneurship:** ATP promotes an intrapreneurship culture, enabling employees to unlock their creativity and transform their ideas into successful business opportunities. This culture encourages the creation of innovative and sustainable products. **Collaborations and Partnerships:** ATP builds strong relationships with universities, research institutions and other organizations to support the development of innovative technologies and solutions. ATP also engages in strategic partnerships for sustainability-focused projects. **Corporate Entrepreneurship Culture:** ATP creates an environment conducive to innovation, encouraging employees to take risks and generate innovative solutions. This culture forms a foundation for the development and marketing of sustainable products.
Innovation Partnerships	ATP regards engaging in innovation partnerships to support sustainability as a strategic priority. The company aims to work on sustainability-focused projects by developing strong partnerships with diverse businesses, academia, NGOs, governments, and community organizations. These partnerships seek to find innovative solutions to complex problems by leveraging shared expertise, resources and know-how. **Actions for engaging in innovation partnerships** **Establishing Strategic Partnerships:** ATP aims to create strong synergy by establishing strategic partnerships with other businesses, industry stakeholders, and stakeholders with similar vision and values. These partnerships promote exchange of sustainability know-how and expertise and facilitate the implementation of innovation projects. **Client Collaborations:** ATP works in close collaboration with its clients to reduce environmental impact and develops sustainable solutions in response to evolving needs. The company continuously enhances its products and services by taking customer feedback into account and elevates its sustainability performance. **Inter-industry Collaborations:** ATP aims to generate solutions to social problems and contribute to sustainable development by partnering with NGOs, governments, and community organizations. These collaborations support the development and implementation of projects with the potential to create social impact. **Participation in Industry Forums:** ATP actively participates in industry forums, conferences, and initiatives to share best practices, encourage innovation, and shape industry standards. Such platforms promote sustainability in the industry and support the exchange of know-how and expertise with a broad range of stakeholders.

BEST PRACTICES

Academic Contributions and Supporting Industry's Transformation

ATP drives the industry's transformation by combining R&D and innovation with technical expertise and academic experience, while also offering a competitive advantage for its clients. The company contributes to the industry by sharing its knowledge through the 25 academic articles published between 2019 and 2023 and received 54 citations to date. These academic studies reinforce ATP's leadership in R&D and innovation, while the solutions developed with artificial intelligence, machine learning, predictive algorithms, big data analytics, augmented reality, image processing, and deep learning technologies stand as pioneers in the industry.

ATP leverages the systems developed at its R&D center to successfully transform new ideas into products and effectively manages the go-to-market process. Rather than abandoning some projects at the research level, the company focuses on converting them into usable products and solutions by subjecting them to a continuous improvement cycle of testing, measurement, and feedback from the field.

ATP's sustainability approach, with technology placed at the center of decision-making processes, ensures rapid and effective processing of complex information.

This approach provides a significant advantage for companies operating in industries such as hospitality, logistics, and retail facing competition, cost, and efficiency pressures. ATP's innovative approach and team of experts with technical know-how enhance operational efficiency and contribute to the success of its clients by offering cross-industry solutions tailored to their needs. As a result, ATP's sustainability-focused R&D and innovation not only reinforce the company's industry leadership but also signify significant steps in environmental and economic sustainability.

Looking ahead, the company aims to maintain its leadership in this field and increase the value created for its clients.

Importance of R&D and Innovation

ATP's strength in R&D and innovation plays a critical role in the success of the company as well as the clients and industry at large. The company aims to increase its own value and offer added value to its clients by leading transformation with innovative approaches in a continuously evolving world. Innovation serves as a strategic tool for shaping the future of the industry and offers a sustainable competitive advantage for ATP.

ATP's investments and revenues in 2022 and 2023 offer important insights into the company's long-term strategic goals and industry leadership.

In 2022, ATP's investments amounted to TL 89 million and revenues to TL 257 million. In 2023, ATP invested TL 219 million in R&D projects and recorded TL 108 million in revenues. These figure demonstrate that ATP leads the industry in transformation with high R&D investments and plays a proactive role in technology development.

ATP's strategic focus on technology and innovation and the returns on its investments in this area are the drivers of its success. The company has gained a competitive advantage with its R&D projects, investments, and innovative solutions for its clients anticipating the possible changes in the industry. Thanks to this strategy, ATP has maintained its growth trend and strengthened its capabilities to serve clients with more advanced technology and products.

As a result, ATP's sustainability vision, R&D and innovation, and strategic investments not only support the company's sustainable growth but also drive advancements in the industry. ATP aims to maintain its leadership in technology and innovation in the years to come and continue to create value for its clients.

ATP's Successful Track Record

In 2023, ATP actively participated in various industry conferences and events to bolster its sustainability-focused strategies and to stay abreast of the latest developments. These events provided opportunities to keep a close eye on the current needs of local and international organizations and to expand its areas of expertise. ATP's keen interest in attending such events aligns with its sustainability vision of expanding the company's know-how and industry network.

ATP's R&D investments, which rose by 144% in 2023, clearly demonstrate the company's commitment to innovation and sustainability and its goal of leading the industry in transformation. ATP's solutions, supported by its industry know-how and expertise and based on advanced technologies such as artificial intelligence, big data analytics, and augmented reality contribute a competitive edge to its clients. These actions are a part of ATP's strategic steps to drive the success of the company and the broader industry.

ATP's sustainability-focused approach bolsters its capabilities to produce new solutions by following industry developments and making strategic R&D investments. The company fosters its own growth and provides a sustainable competitive advantage for its clients by maintaining its leading position in technology and innovation.

PEOPLE AND COMMUNITY FOCUS

As a technology company, ATP's industry success is driven by the continuous development of its highly skilled and experienced workforce.

ATP's continuous advancement and success in the technology sector is empowered by its highly qualified and experienced human resource. The company strives to employ prominent industry professionals and also develops various programs to support and train young talent. This approach ensures that ATP's organizational structure and job content encourage continuous learning.

ATP's training programs aimed at supporting development include Core Talent, an initiative designed to educate and upskill young talent. The organizational structure and job content are carefully designed to promote continuous learning and an entrepreneurial spirit. Furthermore, strategies to elevate the employee experience are determined during workshops and through analyses conducted with tools such as the Change Index Inventory and the TDA Onboarding Inventory. Programs such as "Future Readiness" themed strategy workshops and Employee Experience Planning are implemented.

In this process, supported by assessment center applications and analyses, training programs and coaching provide continuous support for employee development.

In 2023, ATP responded to the survey conducted by Great Place To Work Türkiye and was included in the assessment process evaluating employer quality and attractiveness, successfully earning a certificate. This certificate documents the company's focus on employee satisfaction and quality standards in the work environment, and shows that ATP is a preferred employer.

ATP is committed to increasing female employment ratio as part of its sustainability strategies. The company aims to support diversity and inclusion by encouraging women's participation in the workforce, leading to greater overall success. Women's active participation in professional life contributes to a richer corporate culture and the diversification of decision-making processes. ATP encourages greater representation of women in leadership positions to strengthen the principles of fairness and equality in the labor market. These efforts enable the company to bolster its sustainability strategies and create lasting impact for future generations.

ATP has been honored with various prestigious awards in 2023, marking an important step that aligns with the company's sustainability vision. The "50 Most Effective CHROs" award presented by BMI Business School in collaboration with DataExpert recognizes the effectiveness and achievements of ATP's human resources leaders and emphasizes the company's people-oriented management approach. The "TOP CHRO 2023" award by Toptalent highlights ATP's innovative approaches that foster leadership competencies in a sustainability perspective. The "Stars of HR" award organized by Secretcv.com reflects ATP's brand value and culture of rewarding its employees, demonstrating its efforts to create a sustainable work environment. Finally, ATP's Gold award at the "Gold Leader Awards" presented by KREA M.I.C.E highlights the company's outstanding achievements in line with its sustainability strategies and its leading position in the industry. These awards are an important step in recognizing and appreciating ATP's sustainability-focused management approach.

ATP's human resources strategy supported by training and development programs not only enhances internal performance but also contributes to long-term success by creating a sustainable business culture.

MATERIAL TOPICS IN DETAIL

Material Topic	Description
Employee Happiness and Engagement	ATP aims to bolster sustainable business practices by keeping employee engagement scores above the industry average. Employee Happiness and Engagement is a critical element for the sustainable success of a healthy and motivated workforce, and ATP aims to adopt a sustainability- focused approach by taking the following actions: **Work Environment Supporting Work-Life Balance:** Developing policies and practices that encourage employees to achieve work-life balance. The goal is to increase long-term productivity by supporting employees to pursue a healthy life. The company continues to support employees' work-life balance with remote and hybrid working models. **Creating a Diverse and Inclusive Environment:** Creating a work environment that promotes diversity and inclusion to support employees with different cultural, ethnic and demographic backgrounds. This drives innovation and allows the company to benefit from diverse perspectives. **Providing Continuous Learning and Development Opportunities:** Providing learning and development opportunities for employees to continuously develop their skills, knowledge and competencies. This helps employees advance their careers and adapt to the changing needs of the company. **Implementing Fair and Competitive Compensation Packages:** Offering fair and competitive compensation packages to reward performance and increase employee loyalty. This bolsters employee loyalty and contributes to long-term workforce stability. **Open Communication and Feedback Cultur:** Building an open communication and feedback culture that encourages employees' active participation in decision-making processes. This strengthens communication and collaboration within the organization by allowing employees to share their views.B These actions not only improve employee satisfaction and loyalty, but also help ATP achieve its sustainability targets. With these strategies, the company aims to create a work culture that supports both short-term and long-term success.
Diversity and Inclusion	ATP aims to create positive value with an action plan centered on diversity and inclusion to support gender equality and corporate sustainability: **Diverse and Inclusive Culture:** Promoting a culture of respect, fairness and equal opportunities for all employees regardless of gender, ethnicity, age or background. **Attracting and Retaining Diversity:** Implementing effective recruitment and retention policies to recruit and retain diverse talent to increase the contribution of different perspectives to decision-making processes. **Fair and Inclusive Work Environment:** Adopting fair and inclusive policies and practices to support a non-discriminatory work environment. **Supporting Diversity Groups:** Creating a sense of belonging and celebrating diversity by supporting diverse employees and similar interest groups. **Diversity and Inclusion in Product and Marketing Strategies:** Adopting a sustainability-focused approach by considering diversity and inclusion principles in product development, marketing strategies and customer relations. This action plan aims to bolster ATP's sustainability strategies and create a solid foundation for innovation, creativity and long-term growth.

MATERIAL TOPICS IN DETAIL

Material Topic	Description
Talent Management	Talent Management is critical for ATP to attract, develop and retain qualified professionals and ensure the long-term sustainable success of the company. ATP aims to create a talent management strategy focused on sustainability by taking the following actions: **Attracting Talent from Diverse Backgrounds:** Investing in talent acquisition strategies to enhance the company's diversity and leverage innovative perspectives. This includes accessing diverse talent pools and hiring diverse employees that fit the company culture. **Providing Continuous Learning and Development Opportunities:** Offering learning and development opportunities for the employees to continuously improve their skills and competencies. This includes training programs, seminars, mentoring, and other development opportunities. **Implementing Performance Management Systems:** Establishing performance management systems that reward high performance and encourage employee growth. These systems are designed to support employees in achieving their goals and increase their motivation. **Promoting a Culture of Mentoring, Coaching and Knowledge Sharing**: Promoting a culture of mentoring, coaching, and knowledge sharing to facilitate knowledge transfer and skill development. This includes encouraging experienced employees to share their knowledge and experience with younger or newer employees. **Creating Clear Career Paths and Advancement Opportunities:** Creating clear career paths and advancement opportunities for the employees to plan their professional development. This aims to support talent retention by allowing employees to focus on their long-term career goals within the company. These actions are designed to help ATP bolster its talent management strategy from a sustainability perspective and ensure the long-term success of the company. This strategy aims to contribute to sustainable growth by both improving employee satisfaction and strengthening the company's competitiveness.
Community Investments	ATP emphasizes its role as a responsible corporate citizen and the importance of making a positive contribution to its communities, and aims to adopt a sustainability-focused approach by taking the following actions in Community Investments: **Financial Contributions, Volunteering and Material Donations:** Providing support through financial contributions, volunteering and material donations to support local community development initiatives. This aims to stimulate local economic growth and meet the social needs of the community. **Participation in Social Impact Projects:** Actively participating in social impact projects that focus on community needs and contribute to sustainable development goals. These projects aim to provide social benefits in areas such as education, health and environmental protection. **Collaboration with Local Stakeholders:** Collaborating with local stakeholders to identify and address social and environmental issues in its communities. These collaborations enable the development and effective implementation of solutions that respond to local needs. **Adopting Responsible Business Practices:** Adopting responsible business practices that minimize negative impacts in local communities. This aims to minimize environmental impact, protect natural resources, and prevent local ecosystems. **Education and Professional Development Support:** Supporting educational programs, vocational training and initiatives that empower individuals and promote social inclusion. These aim to contribute to the economic empowerment of local communities, increase workforce capacity and improve social well-being. These actions allow ATP to develop a corporate citizenship approach that takes into account not only its business strategies but also its social and environmental responsibilities. The company aims to add value to communities and the environment while achieving its sustainability targets.

BEST PRACTICES

Empowering Individual Talent with Training

ATP provides a sustainable work environment by focusing on the professional and personal development of its employees. The company effectively manages the training journeys of its employees and encourages collective learning by using different training methods. ATP contributes to the development of its employees with various methods such as online, face-to-face and workshop classes. With this approach, the company aims to increase the professional potential of its employees by providing access to constantly updated knowledge and skills.

Leaders are supported with leadership training and mentoring at certain intervals. In line with the global expansion goal, English language education is supported. The ATP Training Platform, launched in 2022, was enriched with the addition of new training courses in 2023. Training courses for personal development needs are assigned through this platform. In addition, internal training programs are organized to stay up-to-date with the latest technology trends and share knowledge.

Every year, secure software development and information security training courses are organized to increase information security awareness. As part of sustainability efforts, training programs on topics like Zero Waste are provided to raise the employees' environmental awareness. With these initiatives, ATP plays an important role for a sustainable future by encouraging the continuous development of its employees.

Talent Development and Career Management: ATP's Strategy

At ATP, Talent and Career Management plays a critical role in the successful and sustainable development of the organization.

Accordingly, various strategies and programs have been developed and implemented to maximize the potential of employees and support their internal career development. A comprehensive competency analysis is performed to identify talented employees and potential leaders, and the strengths and development areas of team members are determined. According to the results of these analyses, specially designed training and development programs are organized to support employees in achieving their career goals. Additionally, the existing talent pool is reviewed and expanded in response to the needs of the organization, and processes are supported with succession plans.

In 2023, as part of the digitalization strategy, the Talent and Career Management process was moved to an online platform. The flow of the process consists of the Department Committee where managers evaluate their teams and the Senior Committee, which gives the promotion approvals.

All employees who have completed their first six months at ATP and an OKR (Objectives & Key Results) period can participate in the based on the competency sets and behavioral indicators.

For all employees whose promotions are approved and/or who are identified as high potential, an Individual Development Plan journey is created after the assessment center processes and is followed up by the manager and Human Resources during the year. Employees included in the process can choose from the career paths (Technical/Managerial) determined for them in accordance with their competency assessments based on their preferences and can advance their development in a sustainable way.

OKR Performance Management System

ATP, the OKR Performance Management System is used as an important tool for building a sustainable performance and target culture. This system was developed based on the objectives and key results methodology. All targets set in line with company strategies are determined and implemented transparently. In this process, targets across all levels of the organization are determined and monitored.

ATP's OKR Performance Management System manages the performance bonus process as the company reaches its profitability targets. The company culture encourages continuous communication and open feedback between managers and employees. As part of this approach, one-on-one feedback meetings are held with employees and development areas are determined. Performance appraisal processes are carried out through online platforms. As a result, a transparent performance management and continuous development culture is built and a sustainable work environment is created.

Career Development Program for Young Talent

ATP recognizes the importance of recruiting young talent and offers them opportunities in line with a sustainable workforce and talent management strategy. Accordingly, the company launched the ATP Core Talent program to support young people who want to take an impactful step in their careers. Through this program, which includes long- term internships and new graduate recruitment, young talents are offered job opportunities every year.

University students and graduate students who are eligible to participate in the ATP Core Talent program receive training in fields such as computer, software, management information systems, and mathematical engineering, and work full-time on real projects. With this program, young talents are given the opportunity for their first work experience, while ensuring that they prepare for their careers in line with ATP's vision and strategies.

Young talents participating in the program are supported with various training courses, workshops, leadership meetings, and mentoring accompanied by team leaders. As such, young people preparing for professional business life and aim to advance in their careers contribute to ATP's sustainable growth and success journey.

Onboarding New Employees

In 2023, ATP reinforced the onboarding process by activating the digitalization process launched in 2022. The renewed onboarding content has been updated with a more comprehensive and innovative perspective. New employees are included in the Digital Orientation system for eight weeks after their start dates are determined and are supported by a "Manager" and a "Buddy" during this process. In addition, new employees are assigned a digital orientation training set via the ATP Training Platform. Monthly Meet & Greets organized as part of the onboarding process allow senior management to meet new employees and contribute to the transfer of company culture. This process offers a development process that includes basic information about business life, and provides significant contributions to the career development of participants with training courses, workshops, leadership meetings, and mentoring with team managers. These innovations support ATP in achieving its sustainability targets, helping the workforce to be effectively managed and focused on long-term success.

Investing in Employee Well-being: Benefits offered by ATP

ATP believes that success is possible with a highly qualified workforce that is open to innovation and continuous learning, has a strong sense of belonging. Accordingly, the company continuously supports employee development and prioritizes employee satisfaction by offering various learning environments. In 2023, the goal was to increase the quality of life of employees with various supports and advantages. Benefits such as parking fee allowance, interim pay raise for adjustment to economic conditions, flexible working hours, tuition discounts at partnering colleges and universities, online or classroom training, private pension with company contribution, remote, hybrid and office working options, gifts on special days, candidate recommendation reward system, employee well-being opportunities, seminars and webinars, and free app use have been provided. The SenCard Flexi flexible benefits platform has been expanded to offer employees various experiences. These innovations and supports aim to elevate employee motivation and foster company culture by contributing to ATP's sustainability strategies.

Modern Working Models: ATP's Approach

Swiftly responding to the new conditions during the pandemic, ATP took the interviews and tests to online platforms in recruitment processes and expanded the scope of the existing remote working system with a forward-looking perspective. Based on detailed survey results and senior management evaluations conducted within the framework of Corporate Culture Projects, five different working models were developed under three main headings. These working models were announced to ATP employees with the participation of all senior management and the questions of the employees were answered. The diversified options, including office, remote and three different hybrid working models, will be monitored through the system and implemented with employee satisfaction at the forefront. With these initiatives, ATP aims to provide flexibility and efficiency in workforce management from a sustainability perspective and foster a sense of balance and belonging among employees.

Special New Year's Event for Earthquake-Affected Children

ATP hosted a special New Year's event at Narlıca Middle School to inspire hope and provide support for children affected by the earthquake. The company, acting with a sense of social responsibility, sent New Year's gifts to children at the school with the participation of its volunteering employees. This event aims to bring smiles to children's faces and boost their morale. ATP strives to create a positive impact in communities and provide support in times of crisis by going beyond individual aid with such activities.

Awareness Seminars

ATP, caring about the mental and physical well-being of its employees, organized a comprehensive series of informative seminars. These seminars provided in-depth information on adopting and maintaining healthy lifestyles, and focused on strategies that support the general well-being of employees. The training programs emphasized the relationships between mental and physical health, and focused on how mental well-being and physical condition affect each other. This initiative by ATP aims to contribute to employees living a healthier and more balanced life in their business and private lives. These seminars are considered an important step that shows that the company supports and values the well-being of its employees in every aspect.

Supporting the Turkish Education Foundation: Promoting Equal Opportunity in Education

ATP continues to partner with Turkish Education Foundation, emphasizing the importance of quality education and contributing to social progress. The company aims to support young people who lack sufficient financial means to benefit from educational opportunities. ATP's financial support enables these young people to continue their education and build a more solid future. This support program promotes equal opportunity in education and provides quality education to young people experiencing financial challenges. The contributions of ATP to Turkish Education Foundation facilitate young people's access to the resources necessary to develop their own potential and their communities.

Supporting Women's Employment

ATP contributes to a sustainable business model by supporting women's participation in the workforce. Considering the disparities in the number of female employees in the IT sector, the company takes actions to bring successful women into the industry. In partnership with Istanbul Technical University, the Women's Scholarship Program was offered to juniors and seniors at universities and graduate students who pursue a career in IT. The company not only granted scholarships, but also provided mentoring to female scholars at the Teknokent offices to support their preparation for professional life.

On March 8, International Women's Day, a donation was made to the Foundation for the Support of Women's Work (KEDV) for each female employee as a contribution to sustainable social development. With this aid, low-income women were supported, and special days of women working in the company were meaningfully celebrated. These steps contribute to social sustainability by promoting gender equality and women's economic empowerment.
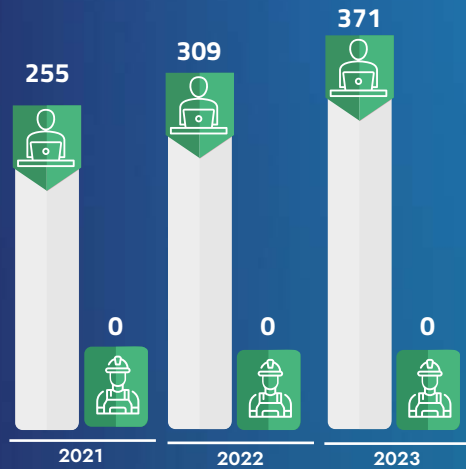
Digital Support for Koruncuk Foundation — Investing in Children's Future with Technology

ATP believes that progress can only be achieved by contributing to society and young people, beyond technological advancements. Accordingly, the company extends technological support to Koruncuk Foundation with a sense of social responsibility. Thanks to the secure CRM system developed by ATP, Koruncuk Foundation volunteers can effectively manage donors and receive regular support from them. Similarly, all information of the staff and students working at the foundation is securely managed through this CRM system. The processes from students' applications to their registrations and follow-ups are executed entirely on a digital platform. Through the secure CRM infrastructure implemented by ATP, Koruncuk Foundation can reach a wider audience that will support its programs and provide better opportunities to children.
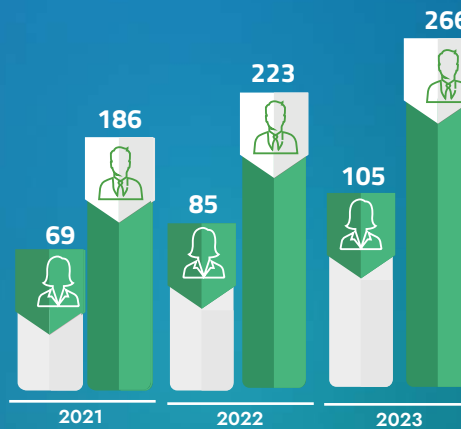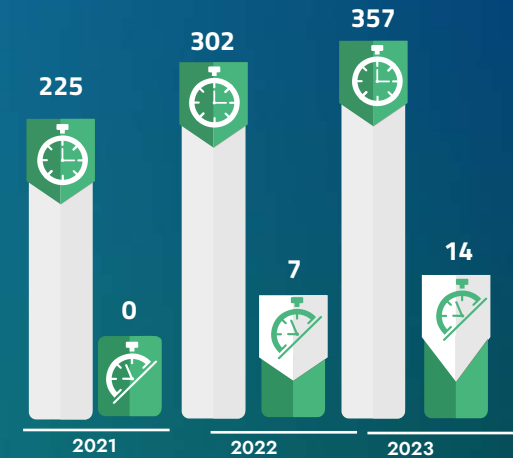
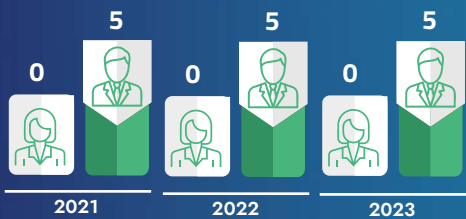# SOCIAL PERFORMANCE INDICATORS

EMPLOYEES BY CATEGORY

- 2021: 255 / 0
- 2022: 309 / 0
- 2023: 371 / 0

EMPLOYEES BY GENDER

- 2021: 69 / 186
- 2022: 85 / 223
- 2023: 105 / 266

EMPLOYEES BY CONTRACT TYPE

- 2021: 225 / 0
- 2022: 302 / 7
- 2023: 357 / 14

BOARD OF DIRECTORS

- 2021: 0 / 5
- 2022: 0 / 5
- 2023: 0 / 5

FEMALE EMPLOYMENT RATIO

2021	27,06%
2022	27,83%
2023	28,30%

EMPLOYEE TURNOVER

- 2021: 0,309%
- 2022: 0,288%
- 2023: 0,129%
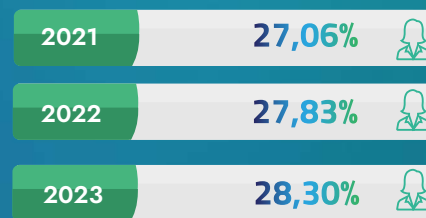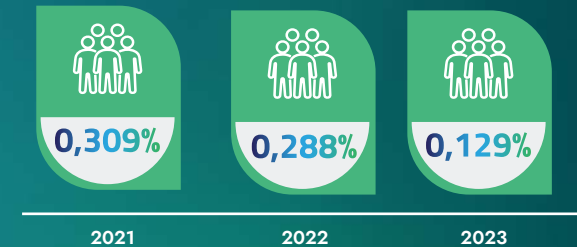
SOCIAL PERFORMANCE INDICATORS

EMPLOYEES BY TENURE

	2021	2022	2023
Women under 30	27	32	48
Men under 30	82	90	124
Women aged 30-50	41	52	55
Men aged 30-50	102	128	134
Women over 50	01	02	02
Men over 50	02	05	08

EMPLOYEES BY AGE

	2021	2022	2023
Women under 30	11	16	18
Men under 30	18	33	43
Women aged 30-50	10	13	6
Men aged 30-50	38	26	23
Women over 50	0	0	0
Men over 50	2	0	0

EMPLOYEE ATTRITION

	2021	2022	2023
Women after 0-5 years	55	72	92
Men after 5-10 years	130	169	216
Women after 5-10 years	9	6	5
Men after 5-10 years	30	19	19
Women after 10+ years	5	8	8
Men after 10+ years	26	35	31

FUTURE-FIT

As a technology company, ATP is guided by its vision of shaping the future, with the "Future-Fit" approach serving as a key strategic focus.

This strategic approach supports the company's long-term success while strengthening its ability to quickly adapt to dynamic market conditions. ATP encourages sustainable innovation to meet the needs of future generations and constantly renews its business model. ATP has adopted the strategy of continuously developing its product and service portfolio to dynamically respond to the evolution of clients expectations. The company aims to provide more effective, innovative and especially sustainable solutions to its clients by establishing innovation partnerships. ATP continues to enhance business processes and improve operational efficiency through digital technologies by embracing digital transformation.

This strategy strengthens ATP's leading position in the industry by constantly monitoring technological innovations and developing environmentally friendly solutions that are suitable for clients' needs. The Future-Fit strategy aims to increase the company's competitive advantage while achieving sustainable growth and minimizing environmental impact. With the future-fit strategy, ATP continues to elevate customer satisfaction, ensuring sustainable leadership in the market and maintaining its long-term existence as an ethical business.

ATP aims to meet all of its energy needs from renewable sources and to build a structure that adopts sustainability principles in the future by continuously developing relevant and meaningful business models. The company also raises awareness about reducing carbon footprint, minimizing water consumption, waste management and recycling strategies, and sustainable supply chain management.

MATERIAL TOPICS IN DETAIL

Öncelikli Konu	Açıklama
Renewable Energy	Renewable Energy is an important strategy that guides ATP's commitment to reducing its environmental impact and transitioning to a low-carbon economy. ATP aims to take the following actions by increasing the use of renewable energy: **Diversifying Energy Sources:** Actively exploring ways to transition to clean energy sources, adopting this process for the good of our planet and to reduce operational costs in the long term and minimize environmental impact. **Infrastructure Investments:** Investing in renewable energy infrastructures such as solar panels and wind turbines for reducing dependency on fossil fuels. **Energy Efficiency:** Implementing energy efficiency measures to reduce energy consumption and greenhouse gas emissions. **Renewable Energy Procurement:** Procuring energy from renewable sources in cooperation with energy suppliers and supporting the growth of the renewable energy market in the process. **Awareness and Training:** Informing employees, clients and stakeholders about the economic and environmental benefits of renewable energy and encouraging them to take the necessary steps. **Monitoring Performance:** Regularly monitoring and reporting energy consumption and greenhouse gas emissions to track progress and identify opportunities for continuous improvement. These actions accelerate the transition to a sustainable energy future and create positive environmental and economic results. These strategies play a critical role in achieving the company's sustainability targets and are an important step toward environmental compliance.
Future of Work	ATP recognizes the constant changes in the business world and the necessity for companies to adapt to new trends and technologies to survive. Accordingly, the company plans to take the following actions to build a sustainable future by focusing on the Future of Work: **Digital Transformation:** Improving efficiency and reducing operational costs by digitalizing the company's business processes. **Integrating Remote Working Models:** Supporting employees' work-life balance by offering flexible working models and leveraging a wide talent pool. **Continuous Learning and Development:** Encouraging employees to quickly adapt to technological changes by developing training programs to acquire new skills. **Investing in Green Technologies:** Encouraging sustainable business practices and reducing carbon footprint by adopting environmentally friendly technologies. **Promoting Innovation:** Creating competitive advantage in the market by supporting innovative ideas and continuously reshaping the business model. These actions are important steps toward improving sustainability and alignment both within the company and in general business practices. These strategies will support ATP's long-term success and help adapt to changes in the business landscape proactively.

MATERIAL TOPICS IN DETAIL

Öncelikli Konu	Açıklama
Climate Change and Environmental Management	ATP has developed effective strategies to minimize its environmental impact and protect our planet's resources. Accordingly, ATP has transitioned to renewable energy sources and taken significant steps in waste management to reduce its carbon footprint, and created sustainable waste management systems by integrating waste reduction, reuse and recycling processes. **Reducing Carbon Footprint:** Strategies to reduce greenhouse gas emissions and transition to renewable energy sources. **Waste Management and Recycling:** Effective waste reduction, management and recycling practices. **Conservation of Water Resources:** Reducing water consumption and sustainable water management techniques. **Sustainable Use of Natural Resources:** Optimizing resource utilization and conserving biodiversity. **Environmental Awareness and Training:** Raising environmental protection awareness and training programs for employees and society. In all these efforts, ATP follows the mission of raising awareness about the environment and environmental protection among all its stakeholders. The company regularly monitors its environmental performance and continuously seeks opportunities for improvement. These actions demonstrate ATP's commitment to building a sustainable future and reinforce its leadership in environmental compliance.

BEST PRACTICES

Environmental Responsibility Strategy

ATP manages the environmental impact of its operations according to its Environmental Policy. The company's fundamental approach to environmental impact management is based on sustainability principles. The ATP Environmental Policy is prepared, implemented, and regularly audited under the leadership of the Board of Directors. This policy adopts an approach that includes all stakeholders by focusing on setting the company's environmental sustainability targets, shaping its practices, and continuously improving them.

The objective of the policy is to minimize ATP's environmental impacts by managing its operations in an environmentally sensitive manner and to strengthen its position as a sustainable business. Accordingly, the company monitors its environmental performance, adopts environmentally friendly technologies, and fulfills its environmental responsibilities in cooperation with its stakeholders. ATP's Environmental Policy provides an important document that emphasizes the company's commitment to sustainability and supports its vision of creating a greener business model in the future.

ATP's environmental and sustainability efforts allow the company to not only comply with current regulations, but also integrate ecological sustainability principles into its business model. With this approach, the company takes important steps toward building a sustainable future in social and economic aspects while reducing its environmental impact. ATP has also started to build an infrastructure to meet the requirements of the ISO 14001 Environmental Management System.

The company aims to achieve compliance with these standards by 2024 and obtain the ISO 14001 Environmental Management System certification. This certificate demonstrates ATP's commitment to systematically managing its environmental performance and continuous improvement, and also provides an internationally accepted standard for reducing environmental risks and ensuring compliance.

Through its Sustainability Strategy and related initiatives, ATP is actively reducing carbon emissions while simultaneously raising awareness.

ATP's Carbon Footprint

With the carbon footprint calculations ongoing since 2022, ATP has been measuring and analyzing the environmental impact of its operations, and aiming to respond transparently to the expectations of its stakeholders. Energy consumption in offices and R&D centers and the emissions from transportation constitute the primary environmental impact areas within ATP's current operations.

ATP currently reports on its greenhouse gas emissions in two scopes. Scope 1 emissions refer to direct emissions from operations, including fuel consumption. Scope 2 emissions cover indirect emissions from electricity consumption. ATP discloses its three-year Scope 1 and Scope 2 emission data retrospectively.

In 2023, ATP recorded higher carbon emissions due to the increase in the number of vehicles and employees. However, ATP has taken steps to reduce carbon emissions and focused on awareness raising initiatives. These activities support the company's efforts to achieve its sustainability targets and make significant progress in reducing environmental impact.

GREENHOUSE GAS EMISSIONS (TONS CO_2 E)	2021	2022	2023
Scope 1	57.31	50.57	79.50
Scope 2	79.12	75.26	74.,29
Total	136.43	125.83	153.79

*The number of vehicles and employees increased in 2023.

FUEL CONSUMPTION (LITERS)	2021	2022	2023
Diesel	18,792.91	16,582.57	27,720
Gasoline	3,132.15	2,763.76	1500
Total	21,925.06	19,346.33	29,220

FUEL CONSUMPTION (MWH)	2021	2022	2023
Diesel	150.09	162.51	272.880
Gasoline	22.72	24.60	13.332
Total	172.81	187.11	286.212

Energy Efficiency and Management

ATP has obtained the I-REC (International Renewable Energy Certificates) certification, which demonstrates the company's commitment to promoting the use of renewable energy and fulfilling its environmental responsibility. ATP's infrastructure developments to earn this certificate indicate that the company chooses renewable resources in energy consumption and supports sustainable energy use. The company also works on energy efficiency to adapt to global transformations and reduce its environmental impact. This strategy reinforces ATP's sustainability leadership, while contributing to its goals of increasing efficiency in business processes and strengthening its environmental responsibility. In 2023, the hybrid working model was reviewed and energy savings were achieved despite the increase in the number of employees.

ENERGY CONSUMPTION (MWH)	2021	2022	2023
Purchased Electricity (MWh)	150.09	162.51	272.880

BEST PRACTICES

Waste Management

AATP follows circular economy principles and aims to recycle waste and reduce environmental impact by transforming electronic waste into economic value. As part of the infrastructure work for ISO 14001 Environmental Management System, a Waste Management Plan was created within the company and waste strategies were determined pursuant to applicable legislation. 92% of the company's waste profile consists of non-hazardous domestic waste, and 8% hazardous waste. In 2023, 88% of non-hazardous waste was recycled and 233 kg of electronic waste was recycled through licensed companies with Environmental Permits.

ATP registered with the Integrated Environmental Information System of the Ministry of Environment, Urbanization and Climate Change and also implemented the Zero Waste Regulation within the organization. Following these steps, the company accelerated waste reduction efforts according to the Zero Waste Action Plan. With the Zero Waste Project, ATP eliminated individual trash cans in offices and single-use plastic bottles and paper cups. Furthermore, minimizing waste generation through measures such as effective collection of medical waste facilitates waste management.

ATP regularly delivers the materials collected in the recyclable waste collection areas at its locations to licensed waste management companies authorized by the Ministry of Environment, Urbanization and Climate Change.

The company also enters relevant data to the Integrated Environmental Information System for regular monitoring and reporting of these wastes.

Aiming to contribute to a sustainable future, ATP strives to reduce its carbon footprint through waste recycling while also taking responsibility in combating climate change.
In 2023, ATP supported Beşiktaş Municipality's environmental projects by delivering the recycled paper and plastic waste. Recycling these wastes provided significant benefits in terms of energy savings, reducing greenhouse gas emissions, protecting trees, and efficient use of storage areas. The company also expanded its environmental protection efforts by donating electronic waste to recycling facilities and social responsibility projects such as TEGV through TÜBİSAD.

These practices demonstrate ATP's commitment to sustainability through waste management and its environmental responsibility. The company encourages the recycling of waste by adopting circular economy principles and takes actions to reduce environmental impact.

ATIKLAR	Kg/Year
Electronic Waste	233
Non-hazardous Metal Waste	3,000
Paper	3,800
Plastics	500

Water Stewardship

In water stewardship, ATP aims to use water resources more efficiently and prevent water pollution. The company implements sustainable resource use policies to conserve biodiversity and natural habitats. These policies aim to ensure the long-term sustainability of the natural environment and resources by protecting ecosystems.

Despite the increase in the number of employees in 2023, water savings were achieved thanks to the hybrid working model. ATP contributes to the conservation of water resources by optimizing water use and implementing efficient water stewardship strategies. This approach demonstrates the company's commitment to reducing its environmental impact and sustainable use of water.

SU ÇEKİMİ	M³
2021	509.41
2022	877.53
2023	995.2

GRI CONTENT INDEX

Purpose	ATP has prepared this report for the 01.01.2023 - 31.12.2023 period in accordance with GRI Standards.
GRI 1	GRI 1: Core 2021
Applicable GRI Industry Standard	An applicable industry standard is not available.

GRI Standard Title	Disclosure Title	Disclosure Reference
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational Details	About ATP
	2-2 Entities Included in The Organization's Sustainability Reporting	About The Report
	2-3 Reporting Period, Frequency and Contact Point	About ATP
	2-4 Restatements of Information	Social Performance Indicators Environmental Performance Indicators
	2-6 Activities, Value Chain and Other Business Relationships	About ATP 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	2-7 Employees	People and Community Focus Social Performance Indicators
	2-9 Governance Structure and Composition	Sustainability Governance Structure 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	2-10 Nomination and Selection Of The Highest Governance Body	Sustainability Governance Structure 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	2-11 Chair of The Highest Governance Body	Sustainability Governance Structure 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	2-12 Role of The Highest Governance Body In Overseeing The Management of Impacts	Sustainability Governance Structure 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	2-13 Delegation of Responsibility For Managing Impacts	Sustainability Governance Structure 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	2-14 Role of The Highest Governance Body In Sustainability Reporting	Sustainability Governance Structure 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)

GRI Standard Title	Disclosure Title	Disclosure Reference
GRI 2: **General Disclosures 2021**	2-15 Conflicts of Interest	Corporate Governance 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	2-16 Communication of Critical Concerns	Corporate Governance 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	2-17 Collective Knowledge of The Highest Governance Body	Corporate Governance 2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	2-22 Statement on Sustainable Development Strategy	Sustainability Approach
	2-23 Policy Commitments	Corporate Governance
	2-24 Embedding Policy Commitments	Corporate Governance
	2-25 Processes to Remediate Negative Impacts	Corporate Governance
	2-26 Mechanisms for Seeking Advice And Raising Concerns	Corporate Governance
	2-28 Membership Associations	Corporate Governance
	2-29 Approach to Stakeholder Engagement	Corporate Governance
Material Topics		
GRI 3: **Material Topics 2021**	3-1 Process to Determine Material Topics	Sustainability Approach
	3-2 List of Material Topics	Sustainability Approach
Economic Performance		
GRI 201: **Economic Performance 2016**	201-1 Direct Economic Value Generated and Distributed	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
Anti-corruption		
GRI 3: **Material Topics 2021**	3-3 Management of Material Topics	Sustainability Approach

GRI Standard Title	Disclosure Title	Disclosure Reference
GRI 205: **Anti-corruption 2016**	205-1 Operations Assessed for Risks Related To Corruption	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	205-2 Communication and Training About Anti-Corruption Policies And Procedures	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	205-3 Confirmed Incidents of Corruption And Actions Taken	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
Water Stewardship		
GRI 3: **Material Topics 2021**	3-3 Management of Material Topics	Sustainability Approach
GRI 303: **Water and Effluents 2018**	303-1 Interactions with Water As A Shared Resource	Environmental Performance Indicators
	303-2 Management of Water Discharge-Related Impacts	Environmental Performance Indicators
	303-2 Management of Water Discharge-Related Impacts	Environmental Performance Indicators
	303-3 Water Withdrawal	Environmental Performance Indicators
	303-4 Water Discharge	Environmental Performance Indicators
	303-5 Water Consumption	Environmental Performance Indicators
Climate Change and Energy		
GRI 3: **Material Topics 2021**	3-3 Management of Material Topics	Sustainability Approach
GRI 305: **Emissions 2016**	305-1 Direct (Scope 1) GHG Emissions	Environmental Performance Indicators
	305-2 Energy Indirect (Scope 2) GHG Emissions	Environmental Performance Indicators
	305-3 Other Indirect (Scope 3) GHG Emissions	Environmental Performance Indicators
	305-4 GHG Emissions Intensity	Environmental Performance Indicators
	305-5 Reduction of GHG Emissions	Environmental Performance Indicators

GRI Standard Title	Disclosure Title	Disclosure Reference
Talent Management		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Sustainability Approach
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	Social Performance Indicators
	401-2 Benefits Provided to Full-Time Employees That Are not Provided to Temporary or Part-Time Employees	Social Performance Indicators
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Sustainability Approach
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health And Safety Management System	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	403-3 Occupational Health Services	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	403-4 Worker Participation, Consultation, and Communication on Occupational Health And Safety	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	403-5 Worker Training on Occupational Health And Safety	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	403-9 Work-Related Injuries	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)
	403-10 Work-Related Ill Health	2023 Annual Report (https://www.atptech.com/wp-content/uploads/ATP_RAPOR_2023_FINAL_12Haziran.pdf)

GRI Standard Title	Disclosure Title	Disclosure Reference
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Sustainability Approach
GRI 404: Training and Education	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs	People and Community Focus
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	People and Community Focus
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Sustainability Approach
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	People and Community Focus
	405-2 Diversity and Equal Opportunity	People and Community Focus
Employee Development		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Sustainability Approach
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	Social Performance Indicators
	401-2 Benefits Provided to Full-Time Employees That Are not Provided to Temporary or Part-Time Employees	People and Community Focus
Community Investments		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Sustainability Approach
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	People and Community Focus