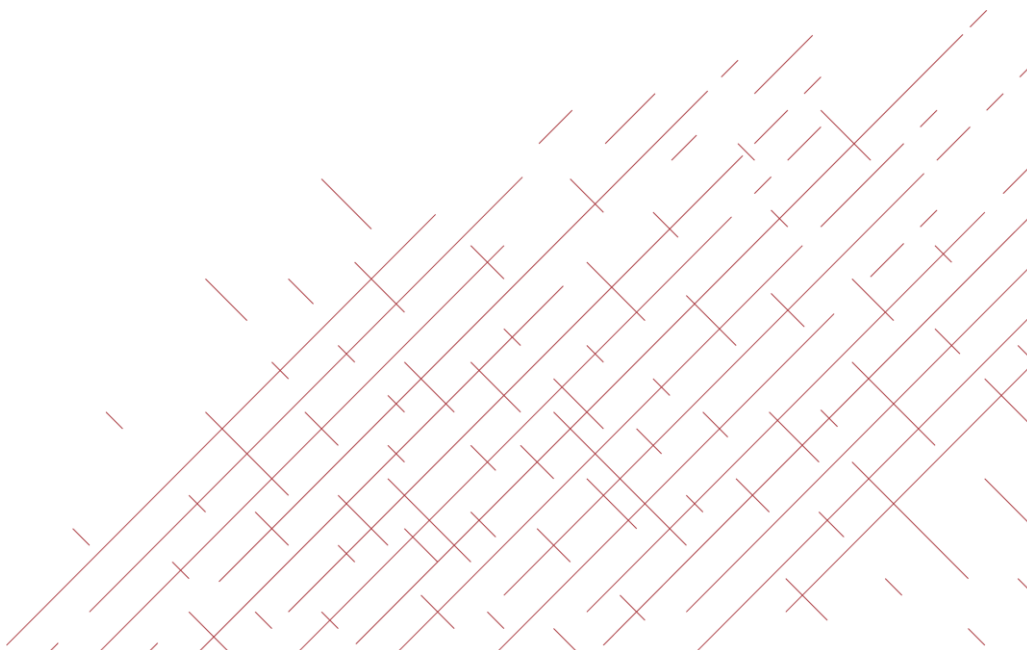




# Sustainability Policy

18.04.2022

Your team.



## Hitit Sustainability Policy

As Hitit Bilgisayar Hizmetleri AŞ (“Company”), we base our activities and investments on the following basic principles, in order to support social, environmental and economic sustainability in line with the basic corporate values and ethical standards, with the awareness that the protection of people, society and the environment is the main priority:

- Together with all our employees, stakeholders and business partners, we carry out commercial activities in compliance with the legislation, within the framework of an ethical, transparent and accountable corporate understanding, and aim to work for a more livable world and a sustainable future.
- We follow the relevant legislation on corporate governance, apply the mandatory principles, strive to implement the non-mandatory principles as much as possible, and explain the reasons for non-compliance with any voluntary principles.
- We fulfill our social and environmental responsibilities towards society in all geographical areas in which we operate, in harmonious cooperation with our shareholders, employees, the public, non-governmental organizations, and other stakeholders.
- While fulfilling these commitments and carrying out these activities, we take into account the applicable national and international standards, legal regulations, and our corporate commitments.
- By integrating sustainability into our business model and strategy, we aim to gain competitive advantage in the long term and stand out from our competitors with our sustainable business practices.
- In order to minimize our waste amounts for a sustainable environment, we ensure that the environmental awareness level of our employees and stakeholders increase in terms of support for recycling.
- Occupational health and safety is one of our main priorities, and we ensure that the occupational health and safety culture is sustainable in our activities and that the necessary action is taken to spread this culture among both the employees and the stakeholders.
- We attach importance to volunteering for a better society and a better environment.
- With our awareness on the importance of human resources in sustainability, we provide equal opportunities while conducting all our relations with our employees, without discriminating based on gender, language, religion, race or age; we act fairly and respectfully, and we make efforts to improve the work standards.
- We adhere to the relevant legislation on the protection of personal data and data safety.

As a company, we undertake to define the environmental, social and corporate sustainability targets associated with our activities and the organizational responsibilities required to operate the processes to achieve these targets, and to constantly update our sustainability compliance program by raising awareness on corporate sustainability among our stakeholders.

In the relevant period's annual activity report, we include a section that evaluates the status of our Company in terms of the sustainability principles.

The Corporate Governance Committee notifies the General Manager and the Board of Directors of its recommendations and decisions regarding the implementation, development and monitoring of this Sustainability Policy.

This Sustainability Policy came into force with the resolution of the Board of Directors dated 18.04.2022 and numbered 2022/20, and shall also be publicly disclosed on the Company's corporate website. Any amendments to be made to the Sustainability Policy are also subject to the same procedure.