

KAFEİN YAZILIM HİZMETLERİ TİCARET ANONİM ŞİRKETİ

SOCIAL RESPONSIBILITY POLICY

1. Purpose and Scope

Kafein Yazılım Hizmetleri Ticaret A.Ş. (Kafein) considers acting with social responsibility awareness in all its activities as one of the fundamental elements of its management approach. Its main goal is to fulfill its responsibilities towards its stakeholders, the environment and society, along with sustainable growth. The Company takes care to fulfill its social and environmental responsibilities towards society in all sectors in which it operates, in harmonious cooperation with its shareholders, employees, the public, non-governmental organizations and other stakeholders.

Kafein makes its decisions based on recognized economic criteria, with a primary emphasis on sustainability and in line with its goal of creating value for its shareholders, and ensures that its resources and assets are managed in the most efficient manner with an understanding of financial discipline and accountability. As a part of its core values of humility, respect for people and closeness to the public, Kafein accepts social responsibility awareness as one of the basic and unchanging elements of its management approach in all its activities. The basic principles we take as basis in our social responsibility practices are as follows:

- We do not accept discrimination among employees within the organization based on language, race, color, gender, political opinion, belief, religion, sect, age, physical disability and similar reasons.
- We ensure that people with different beliefs, thoughts and opinions work in harmony by creating a positive and harmonious working environment that supports cooperation and prevents conflict.
- We believe that all our employees have the right to work in a healthy and safe environment in working conditions that are in accordance with human dignity. Our employees are our most valuable asset and ensuring and protecting the safety of our employees is our top priority business goal.
- We expect our company and our subsidiaries to implement the best environmental solutions beyond legal obligations and to support any initiative that will help the development and dissemination of environmentally friendly technologies and raise environmental awareness. As Kafein, we take care to fulfill our social and environmental responsibilities towards the society in all regions where we operate in harmony with our shareholders, employees, the public, non-governmental organizations and other stakeholders.
- We believe that our human resources are the most important element of sustainable growth. We ensure that personal rights of our employees are completely and correctly used. We approach employees honestly and fairly, and commit to a non-discriminatory, safe and healthy working environment. We make the necessary efforts for the individual development of our employees and observe the balance between business life and private life.
- We manage the environmental impacts that may arise from all our activities with a sense of responsibility. All our companies are obliged to determine and implement all kinds of improvement and development activities that will minimize the environmental impact of their activities at a level appropriate to their fields of activity.

- As Kafein, we strive for the development of our society within the framework of the principle of corporate social responsibility. We support our employees to volunteer for appropriate social activities in which they will take part with social responsibility awareness.
- We take care to develop and implement approaches to ensure that all our business partners, especially our suppliers, act at Kafein standards in the field of social responsibility.
- We are sensitive to the traditions and cultures of Turkey and the countries in which we operate. We act in compliance with all applicable legal regulations.
- We encourage our companies to comply with international standards and certify their practices.

2. Responsibility

All principles in this policy document are put into practice with the necessary regulations and the level of implementation is audited by the relevant units. As Kafein, we share our corporate social responsibility activities with the public through our annual report and website. All our managers and employees, including the Board of Directors, are responsible for corporate social responsibility practices throughout our Group. This policy document has been prepared to share with all our employees, shareholders and all other stakeholders a clear commitment that Kafein Yazılım will fulfill all its responsibilities for a better world and future.

3. Validity

This Policy enters into force on the date of approval by the Board of Directors. In case any amendment is required in the Policy, such changes shall become effective upon the approval of the Board of Directors and shall be disclosed to the public on the website.