

	SUSTAINABILITY POLICY	Document No:	KYİ.PL008
		Effective Date:	19.09.2025
		Revision No:	01
		Revision Date:	19.09.2025
		Page:	1

1. PURPOSE AND SCOPE

The purpose of our Sustainability Policy is to define the principles and guidelines for the implementation of Environmental, Social, and Corporate Governance (ESG) initiatives.

As VBT Yazılım A.Ş., we do not only produce technological solutions but also try to integrate sustainability as a core value to create a positive impact on society and the environment into every aspect of our business. In this context, while fulfilling our environmental responsibilities by pursuing environmentally friendly policies, our primary goal is to increase employee awareness by participating in various social responsibility projects with our employees and to maintain ethical business practices, which are the foundation of our corporate governance principles.

2. POLICY

2.1. Environmental Sustainability

Our goal is to minimize our environmental impact to leave a livable world for future generations.

- **Energy Efficiency:** Using efficient technologies to reduce energy consumption in our offices and data centers.
- **Waste Management:** Reducing paper, plastic, and electronic waste, encouraging recycling, and minimizing paper use by increasing digitalization.
- **Carbon Footprint:** Reducing business travel, supporting remote working, and encouraging environmentally friendly transportation methods.
- **Green Coding:** We adopt an approach that prioritizes energy efficiency in our software development processes. We are committed to reducing both our own carbon footprint and the environmental impact of our products by writing code that consumes less energy and uses less processing power and memory. In this context, we aim to:
 - **Optimization:** Improving code quality and efficiency by avoiding unnecessary loops, complex processes, and resource-intensive algorithms.
 - **Data Management:** Reducing energy consumption from network traffic by minimizing data exchange and using optimized file formats.
 - **Hardware-Friendly Approach:** Extending the life of devices and preventing the generation of electronic waste by ensuring that our applications run on fewer hardware resources.

2.2. Social Sustainability

Our goal is to contribute to the well-being of our employees, customers, and society.

- **Employee Well-being:** Providing a fair and safe work environment, supporting diversity and inclusion, and investing in the personal and professional development of our employees.
- **Social Contribution:** Using our knowledge in software and technology to support civil society organizations and educational projects. We organize coding training and mentoring programs for young people.
- **Data Security and Privacy:** Providing a transparent and reliable service by protecting customer data at the highest level.

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		Revision No:	01
		Revision Date:	19.09.2025
		Page:	2

2.3. Governance and Ethical Sustainability

- **Ethical Business Practices:** Combating bribery and corruption, and establishing honest and transparent relationships with all our business partners.
- **Risk Management:** Regularly assessing sustainability risks (environmental, social, ethical) and taking preventative steps to address these risks.
- **Stakeholder Engagement:** Openly sharing our sustainability goals and performance through regular communication with our customers, employees, and suppliers.

3. OWNERSHIP AND COMPLIANCE

This policy is reviewed when necessary and changes come into force with the approval of the Board of Directors. Any changes made to this policy are presented to shareholders at the first general assembly meeting following the change and are disclosed to the public on the website www.vbt.com.tr.

This change was approved by the Board of Directors with the decision numbered 2025/02 at the meeting dated 19.09.2025.