

## SUSTAINABILITY POLICY

As **Puki<sup>®</sup> Technology**, we are aware that the protection of people, society and the environment is the main priority in our activities and investments in order to support social, environmental and economic sustainability in accordance with fundamental corporate values and ethical standards.:

- ✓ 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 we aim to work for a more liveable world and a sustainable future.
- ✓ We follow the relevant legislation on corporate governance, apply the mandatory principles, try to implement the non-mandatory principles as much as possible, explain the reasons for non-compliance with the voluntary principles that cannot be complied with.
- ✓ We fulfil our social and environmental responsibilities towards the society in all geographies where we operate, in a harmonious cooperation with our shareholders, employees, public, non-governmental organisations and other stakeholders.
- ✓ We take into account applicable national and international standards, legal regulations and our corporate commitments while fulfilling these commitments and activities.
- ✓ By integrating sustainability into our business model and strategy, we aim to provide competitive advantage in the long term and differentiate ourselves from our competitors with our sustainable business practices.
- ✓ We ensure that our employees and stakeholders increase the level of environmental awareness that supports recycling in order to minimise the amount of waste for a sustainable environment.
- ✓ 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 disseminate this culture among both employees and stakeholders.
- ✓ Volunteering for a better society and a better environment.
- ✓ With our awareness of the importance of human resources in sustainability, we provide equal opportunities without discrimination on the basis of gender, language, religion, race, age, etc., we act fairly and respectfully, and we work to improve labour standards while conducting all kinds of relations with our employees.
- ✓ We comply with the relevant legislation on the protection of personal data and data security.
- ✓ Define the environmental, social and corporate sustainability goals related to our activities as a company and the organisational responsibilities required for the operation of processes to achieve these goals, and,
- ✓ We are committed to continuously updating our sustainability compliance programme by raising awareness of corporate sustainability among our stakeholders.

Chairman of Board