



**KAFEIN TECHNOLOGY**

**SUSTAINABILITY PRINCIPLES COMPLIANCE**

**FRAMEWORK REPORT**

**01.01.2022- 31.12.2022**

This report has been prepared in accordance with the Capital Markets Board decision dated 23.06.2022 and numbered 34/977 and the Corporate Governance Communiqué numbered II-17.1.

## SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

Kafein Yazılım undertakes to show utmost care to fully comply with the practices included in the Sustainability Principles Compliance Framework set forth by the Capital Markets Board (CMB) in 2020 as part of its sustainability efforts. The “Sustainability Principles Compliance Framework” contains the basic principles that public companies are expected to explain while carrying out their Environmental, Social and Corporate Governance (ESG) studies. In this framework, Kafein has complied with many of the principles specified in the CMB's Sustainability Principles Compliance Framework, which is based on a voluntary basis. Due to the challenges in implementing some of the principles, uncertainties in the national and international arena, certain principles not fully aligning with the current structure of the company, and the fact that some compliance principles will be determined based on the findings of ongoing studies, full compliance with all principles has not yet been achieved. Sustainability practices those are company complies with, ESG material issues, long-term goals and progress towards these goals are explained in detail in the Sustainability section of the Activity Report. The explanations about the main principles that have not yet been fully complied with are given below. The effects that occur in environmental and social risk management due to the failure to fully comply with non-mandatory principles are monitored by the Company and evaluated within the scope of sustainability studies.

- In order to increase the reliability of environmental and social data, verification / accreditation services have not been received from independent third parties yet. (Article A4.1)
- Although the company has ISO 14064-1: Corporate Greenhouse Gas Standard and ISO 5001 Energy Management System Standard Certification, there is no ISO 14001 Standard Certification yet. Certification of this standard is included in the planning. (Article B1)
- In the current structure, environmental targets are not included in the awarding criteria within the scope of performance incentive systems for the stakeholders (such as members of the Board of Directors, managers, and employees). In this regard, the evaluation and studies of our human resources department continue. (Article B4)
- Since 27.10.2020, the company has been a signatory to the "United Nations Global Compact", which is the world's largest corporate sustainability initiative and is based on ten universal principles in the field of human rights, labor standards, environment, and anti-corruption. However, the company is not included in the policy-making processes (sectoral, regional, national, and international) of relevant organizations and non-governmental organizations about the Environment. (Article B8)
- Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect) and energy management data are published in detail. The company does not have a reporting on water, air, and waste management. Regarding water use and waste management, the company acts in accordance with the Technopark - Technology Development Zones regulations where our company offices are located (Article B9).

- R&D projects aimed at reducing environmental impacts and increasing energy efficiency are published in our sustainability report, but the environmental benefit/gain, cost savings or the amount of energy consumption and emission reduction achieved have not been measured numerically. In this regard, the evaluations of the R&D team and the Administrative Affairs Department continue. (Articles B15 and B20)
- The company does not produce or consume renewable energy. The company offices are located in the Technopark - Technology Development Zone, and electricity and water consumption are follows through the Technopark. (Article B18 and B19)
- There are no accumulated or purchased carbon credits during the reporting period. Carbon pricing is not applied within the partnership. However, the Company reports its carbon footprint measurement and emission amount. (Article B22,B23,B24)
- While the company bases its sustainability reporting on the United Nations' 17 Sustainability Development Goals, the 10 Principles of the United Nations Global Compact, and the CMB's Sustainability Principles Compliance Framework Principles; other international sustainability reporting standards (such as Carbon Disclosure Project (CDP), Global Reporting Initiative (GRI), International Integrated Reporting Council (IIRC), Sustainability Accounting Standards Board (SASB), Climate-Related Financial Disclosures Task Force (TCFD) etc.) are not used. The company continues its infrastructural studies to make the reporting according to the GRI standard. (Article C2.3)
- To be included in the Borsa Istanbul Corporate Governance Index has been determined as one of the company's ESG targets, and infrastructure studies and preparations continue to be included in the Sustainability Index. (Article C2.5)

|      |                                                                                                                                                                                        | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                                                                              | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION<br>(Unless stated otherwise, all referenced titles and pages belong to the sustainability report which is integrated within the activity report ) |
|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      |                                                                                                                                                                                        | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                              |
|      | <b>A. General Principles</b>                                                                                                                                                           |                   |    |         |                |                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                              |
|      | <b>A1. Strategy, Policy, and Goals</b>                                                                                                                                                 |                   |    |         |                |                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                              |
| A1.1 | The preferred environmental, social, and corporate governance (ESG) issues, risks and opportunities have been determined by the Board of Directors.                                    | X                 |    |         |                |                                                                                                                                                                                                                                                                                                          | "Sustainability Strategy Material Topics"<br>(Page 80-83)                                                                                                                                                    |
|      | The ESG policies (e.g., Environmental Policy, Energy Policy, Human Rights and Labour Rights Policy) have been set out by the Board of Directors and disclosed to public.               | X                 |    |         |                | All our policies, including Corporate Human Rights and Employee Policy, Corporate Social Responsibility Policy, Corporate Sustainability Policy, Code of Conduct (Environmental Title), are presented on the company's website under the heading "Investor Relations - Corporate Governance - Policies." | <a href="http://www.kafein.com.tr/home/investorrelations#">www.kafein.com.tr/home/investorrelations#</a> - "Corporate Governance > Policies"                                                                 |
| A1.2 | The short-term and long-term ESG goals have been disclosed to public.                                                                                                                  | X                 |    |         |                |                                                                                                                                                                                                                                                                                                          | "Performance Evaluation and Goals for the Next Period"<br>(Page 108-112)                                                                                                                                     |
|      | <b>A2. Execution/Supervision</b>                                                                                                                                                       |                   |    |         |                |                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                              |
| A2.1 | The committees and/or boards responsible for the supervision of ESG policies and the seniors directors to execute the ESG issues have been disclosed to public including their duties. | X                 |    |         |                | The Corporate Governance Committee has been assigned to carry out "Environmental, Social, Corporate Governance (ESG)" studies, to implement and monitor the relevant policies.                                                                                                                           | <a href="http://www.kap.org.tr/en/Bildirim/892863">www.kap.org.tr/en/Bildirim/892863</a>                                                                                                                     |
|      | The activities carried out within the scope of the policies by the responsible committee and/or department have been reported to the Board of Directors at least once a year.          | X                 |    |         |                | Annual reporting was made to the Board of Directors about the activities through the "Sustainability Report" and "Corporate Governance Principles Compliance Report", which were published integrated within the activity report.                                                                        | <a href="http://www.kafein.com.tr/home/investorrelations#">www.kafein.com.tr/home/investorrelations#</a> > Activity Reports                                                                                  |

|                      |                                                                                                                                                      | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                      |                                                                                                                                                      | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| A2.2                 | The action plan in accordance with the ESG goals have been formed and disclosed to public.                                                           | X                 |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | “Kafein Sustainability Strategy” (Page 84) & “Performance Evaluation and Goals for the Next Period” (Page 108-112)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| A2.3                 | The key performance indicators regarding the ESG and the achievement rates per years have been disclosed to public.                                  | X                 |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | “Sustainability Strategy Material Topics” (Page 80-83) & “Performance Evaluation and Goals for the Next Period” (Page 108-112)                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| A2.4                 | The improvement activities for sustainability performance regarding business processes or product and services have been disclosed to public.        | X                 |    |         |                | <p>Information is stated under the title of “Sustainability Practices Based on Supply Chain” within Sustainability Report.</p> <p>Within the scope of monitoring products and services in accordance with integrated management system standards, RBA Commitment, ISO 9001, ISO 22301, ISO 27001, ISO 37001, ISO 14064-1, ISO 5001, ISO 10002 certifications were obtained.</p> <p>Stakeholders Policy (Relations with Customers and Suppliers Title) and Quality Management System Policy are available on the website.</p> | <p>“Sustainability Practices on the Basis of Supply Chain” (Page 100) &amp; “International Standards, Initiatives and Certifications” (Page 101-107)</p> <p><a href="http://kafein.fra1.digitaloceanspaces.com/kafeinweb/Stakeholder%20Policy%20ENG-753dc.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/Stakeholder%20Policy%20ENG-753dc.pdf</a></p> <p><a href="http://kafein.fra1.digitaloceanspaces.com/kafeinweb/POL.015%20KYS%20POL%C4%B0T%C4%B0KASI%20-%20Rev.01-43c4f.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/POL.015%20KYS%20POL%C4%B0T%C4%B0KASI%20-%20Rev.01-43c4f.pdf</a></p> |
| <b>A3. Reporting</b> |                                                                                                                                                      |                   |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| A3.1                 | The annual report covers the sustainability performance, KPIs and actions understandable, right and qualified.                                       | X                 |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| A3.2                 | The information on the activities implemented in line with the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to public. | X                 |    |         |                | The company has complied with the UN SDGs 3, 4, 5, 8, 9, 10, 12, 13, 16 and 17 and the relevant sections are explained in the sustainability report.                                                                                                                                                                                                                                                                                                                                                                         | “Sustainability Strategy Material Topics” (Page 80-83)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

|      |                                                                                                                                                                                                               | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                                                                                                                                                                                                                         |
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|      |                                                                                                                                                                                                               | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| A3.3 | The lawsuits in progress against the Company regarding the ESG issues that effect the material business lines and the legal sanctions in regard of the sustainability policies have been disclosed to public. |                   |    |         | X              | There has been no lawsuit in this content. The material judicial decisions that are finalized against the company due to liability related to occupational accidents and violation of employee rights are published in the Sustainability Report. Significant lawsuits filed against the company that may affect the financial condition and activities of the company and the administrative or judicial sanctions against to the company and to the members of the Board of Directors, due to practices contrary to the provisions of the law and legislation, are published in Activity Report. | <p>“Occupational Health and Safety” (Page 95-96)</p> <p>Activity report - “Information about the On-going Legal Procedures” (Page 24) &amp; “Sanctions Imposed Under the Regulations” (Page 24)</p>                                                                                                                                                                                                                                                                                |
|      | <b>A4. Verification</b>                                                                                                                                                                                       |                   |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| A4.1 | The KPI measurements have been verified by an independent third and disclosed to public.                                                                                                                      |                   | X  |         |                | The Partnership's ESG Key Performance metrics have not been verified by an independent third party.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|      | <b>B. Environmental Principles</b>                                                                                                                                                                            |                   |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| B1   | The company has disclosed its policies and practices on environmental management, action plans, environmental management systems (known as ISO 14001 standard) and programmes.                                |                   |    | X       |                | <p>Corporate Sustainability Policy is published on the website.</p> <p>Although the company doesn't have ISO 14001 Environmental Management Standard; ISO 14064-1: Corporate Greenhouse Gas Standard and ISO 5001 Energy Management System Standard certifications were obtained in 2022 and included in the Sustainability Report.</p>                                                                                                                                                                                                                                                            | <p><a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/sustainability-8ad9b.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/sustainability-8ad9b.pdf</a></p> <p>“International Standards, Initiatives and Certifications” (Page 101-107)</p>                                                                                                                                                                                                                           |
| B2   | The scope, period, date and the constraints of conditions of the environmental reporting regarding environmental management have been disclosed to public.                                                    | X                 |    |         |                | <p>The scope and period of the report are shared in the "Kafein Carbon Footprint Report 2022" under the title of “Purpose and Scope” in the Sustainability Report.</p> <p>Relevant constraints are explained in the “Uncertainty Calculation” heading in the Carbon Footprint Report.</p>                                                                                                                                                                                                                                                                                                          | <p>“Kafein Technology 2022 Carbon Footprint Report – Purpose and Scope” (Page 86-87)</p> <p><a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/KAPE%20N%20YAZILIM%20H%20C4%B0ZMETLER%20KARBON%20A%20YAK%20C4%B0Z%20C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/KAPE%20N%20YAZILIM%20H%20C4%B0ZMETLER%20KARBON%20A%20YAK%20C4%B0Z%20C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf</a></p> <p>“Uncertainty Calculation” (Page 18)</p> |
| B3   | Presented in A2.1.                                                                                                                                                                                            |                   |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

|    |                                                                                                                                                                                                                                         | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                                                                                                   | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                   |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                                                                                                                                                                                                         | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                              |
| B4 | The environmental KPIs counted for remuneration criteria for stakeholders (e.g., board members, executives, and employees) within frame of the performance incentives have been disclosed to public.                                    |                   | X  |         |                | The rewarding system is currently performance-based and there are no environmental targets in the rewarding criteria.                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                              |
| B5 | The integration of the environmental difficulties, which are preferably determined, with the business goals and strategy have been disclosed to public.                                                                                 | X                 |    |         |                | <p>It is shared under the heading of “Targets and Compliance Studies” of the Sustainability Report.</p> <p>In addition, the company is a participant in the Electronic Industry Citizenship Coalition (EICC, newly named RBA) Code of Conduct. The Code of Conduct committed by Kafein has been published on the website.</p> | <p>“Targets and Compliance Studies” (Page 89)</p> <p><a href="http://www.kafein.com.tr/images/relations/99d72565-ee0c-4a39-95d2-4b6ca339badc.pdf">www.kafein.com.tr/images/relations/99d72565-ee0c-4a39-95d2-4b6ca339badc.pdf</a></p> <p>(Code of Conduct – Environment)</p> |
| B6 | Presented at A2.4.                                                                                                                                                                                                                      |                   |    |         |                |                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                              |
| B7 | The integration of environmental management issues covering the customers and suppliers throughout the value chain of the company including the operational process with the business model and strategy have been disclosed to public. | X                 |    |         |                |                                                                                                                                                                                                                                                                                                                               | <p>“Sustainability Practices on the Basis of Supply Chain” (Page 100)</p>                                                                                                                                                                                                    |
| B8 | The cooperation with the non-governmental organizations and the environmental institutions and taking (or not) a part of the policy-making processes with those institutions have been disclosed to public.                             |                   |    | X       |                | <p>The company is not involved in national, sectoral, and regional policy making processes. However, it is a signatory member of the United Nations Global Compact. It is explained in the “Associated National and International non-Governmental Organizations” section of the Sustainability Report.</p>                   | <p>“Associated National and International non-Governmental Organizations” (Page 105-106)</p>                                                                                                                                                                                 |

|     |                                                                                                                                                                                                                                                                                                                             | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                               | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                                                                                                                                     |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                                                                                                                                                                                                                             | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                |
| B9  | The environmental figures (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and waste water management, waste management, biodiversity impacts) and the environmental impacts have been disclosed to public with periodic comparison. |                   |    | X       |                | Greenhouse Gas Inventory Report and Energy Consumption data are published in the Sustainability Report.<br><br>Data on air, water and waste management are not presented. | “2022 ISO 14064:2019 Greenhouse Gas Inventory Report” (Page 86-89)<br>& “Energy Management: Total Energy Consumption” (Page 85)                                                                                                                                                                                                                                                                |
| B10 | The standard, protocol, methodology and the base year details for collection and calculation of the data have been disclosed to public.                                                                                                                                                                                     | X                 |    |         |                | It is shared in the “Information About the Study” heading of Carbon Footprint Report.                                                                                     | <a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/KAFE%C4%B0N%20YAZILIM%20H%C4%B0ZMETLER%C4%B0%20KARBON%20AYAK%20%C4%B0Z%C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/KAFE%C4%B0N%20YAZILIM%20H%C4%B0ZMETLER%C4%B0%20KARBON%20AYAK%20%C4%B0Z%C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf</a><br>“Information About the Study” (Page 6)        |
| B11 | The comparable increase or decrease rates with the previous years have been disclosed to public in the current period’s report.                                                                                                                                                                                             | X                 |    |         |                |                                                                                                                                                                           | “Protect: Environmental Principles” (Page 84-89)                                                                                                                                                                                                                                                                                                                                               |
| B12 | The short-term and long-term targets are determined to decrease the environmental impacts; the called targets and the progress status in comparison to the previous years’ targets have been disclosed to public.                                                                                                           | X                 |    |         |                |                                                                                                                                                                           | “Performance Evaluation and Goals for the Next Period” (Page 108-112)                                                                                                                                                                                                                                                                                                                          |
| B13 | The strategy for fight against climate crises is set out and the action plan has been disclosed to public.                                                                                                                                                                                                                  | X                 |    |         |                | It is shared in the “Climate Change Adaptation Studies” heading of Carbon Footprint Report.                                                                               | <a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/KAFE%C4%B0N%20YAZILIM%20H%C4%B0ZMETLER%C4%B0%20KARBON%20AYAK%20%C4%B0Z%C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/KAFE%C4%B0N%20YAZILIM%20H%C4%B0ZMETLER%C4%B0%20KARBON%20AYAK%20%C4%B0Z%C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf</a><br>“Climate Change Adaptation Studies” (Page 15) |



|     |                                                                                                                                                                                  | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                     | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                                                                                                                                                |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                                                                                  | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                           |
| B14 | The programmes or procedures to prevent or to decrease to the minimum level of the negative environmental effects of the products and/or services have been disclosed to public. | X                 |    |         |                | The software industry is directly dependent on electricity consumption and therefore the main source of greenhouse gas emissions is energy consumption. In this context, the targets determined to prevent or reduce the negative effects are presented in the Sustainability Report under the title of “Performance Evaluation and Goals for the Next Period”.                                                 | “Performance Evaluation and Goals for the Next Period”<br>(Page 108-111)                                                                                                                                                                                                                                                                                                                                  |
|     | The actions taken to make the third parties’ (e.g., supplier, subcontractor, dealer, etc.) decrease their greenhouse gas emission figures have been disclosed to public.         | X                 |    |         |                | “Sustainability and Environment” clause has been added to Customer and Supplier Agreements. In this context, third parties accept, declare and undertake in our contracts that they will act in accordance with environmental laws and other regulations, will make maximum efforts to reduce the effects of their products and services on the environment, and will try to make use of resources responsibly. | “Sustainability Practices on the Basis of Supply Chain”<br>(Page 100)                                                                                                                                                                                                                                                                                                                                     |
| B15 | The environmental benefits/gainings and cost savings provided by the initiatives/projects to decrease the environmental impacts have been disclosed to public.                   |                   | X  |         |                | The Company's Practices within the Scope of Reducing Paper Waste and Environmentally Friendly Practices Developed in-house are disclosed in the Sustainability Report. However, Environmental benefits and cost savings achieved have not been measured numerically or quantitatively.                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                           |
| B16 | Energy consumption (natural gas, diesel, gas, LPG, coal, electricity, heating, cooling, etc.) figures as Scope-1 and Scope-2 have been disclosed to public.                      | X                 |    |         |                | It is shared in the “Carbon Footprint Calculating Procedure” heading of Carbon Footprint Report.                                                                                                                                                                                                                                                                                                                | <a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/KAFE%C4%B0N%20YAZILIM%20H%C4%B0ZMETLER%C4%B0%20KARBON%20AYAK%20%C4%B0Z%C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/KAFE%C4%B0N%20YAZILIM%20H%C4%B0ZMETLER%C4%B0%20KARBON%20AYAK%20%C4%B0Z%C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf</a><br>“Carbon Footprint Calculating Procedure”<br>(Page 10-13) |

|     |                                                                                                                                                                     | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                                                                                                                              | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                                                                     | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| B17 | The information about the produced electricity, heat, steam, and cooling for the reporting period have been disclosed to public.                                    | X                 |    |         |                | <p>In the calculations made within the Carbon Footprint Report, Scope II includes greenhouse gas emissions from electricity, heating/cooling or steam purchased for consumption.</p> <p>In addition, the “Energy Management: Total Energy Consumption” heading of the Sustainability Report includes detailed data on total electricity consumption.</p> | <a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/KAFE%C4%B0N%20YAZILIM%20H%C4%B0ZMETLER%C4%B0%20KARBON%20AYAK%20%C4%B0Z%C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/KAFE%C4%B0N%20YAZILIM%20H%C4%B0ZMETLER%C4%B0%20KARBON%20AYAK%20%C4%B0Z%C4%B0%20RAPORU.2022-tr-%20ENG-6605b.pdf</a><br>“Carbon Footprint Calculating Procedure” (Page 10-13)<br><br>“Energy Management: Total Energy Consumption” (Page 85) |
| B18 | The actions taken to increase renewable energy consumption, transit to zero or low carbon electricity have been disclosed to public.                                |                   | X  |         |                | There is no project yet on renewable energy, zero or low carbon electricity transition.                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| B19 | The renewable energy production and consumption figures have been disclosed to public.                                                                              |                   | X  |         |                | There is no renewable energy production or consumption.                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| B20 | Energy productivity projects have been carried out and the decrease rates on energy consumption and emission based on those projects have been disclosed to public. |                   |    | X       |                | In-house Developed Environment-Friendly and Healthcare-Oriented Practices and Company Practices in Reducing Paper Waste are disclosed in the Sustainability Report, but the amount of energy consumption and emission reduction achieved has not been measured numerically or quantitatively..                                                           | “In-House Developed Environment-Friendly and Healthcare-Oriented Applications” (Page 102) &<br>“Company Practices in Reducing Paper Waste” (Page 86)                                                                                                                                                                                                                                                                                                                  |
| B21 | Water consumption, underground or above-ground drawn water, recycled or discharged water figures, sources and procedures have been disclosed to public.             |                   | X  |         |                | Water data is not measured.                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| B22 | It has been disclosed to public if the operations or activities included to any carbon pricing system (Emission Trading System, Cap & Trade or Carbon Tax) or not.  |                   | X  |         |                | Company’s activities are not included in any carbon pricing system.                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| B23 | The information on accumulated or purchased carbon credit in the reporting period has been disclosed to public.                                                     |                   | X  |         |                | No carbon credits accumulated or purchased during the reporting period.                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

|      |                                                                                                                                                                                                                                                                                                                                                                                                              | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      |                                                                                                                                                                                                                                                                                                                                                                                                              | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| B24  | The details have been disclosed to public if there is a carbon pricing mechanism at the company.                                                                                                                                                                                                                                                                                                             |                   | X  |         |                | There is no Carbon Pricing Mechanism.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| B25  | The platforms, which the environmental figures of the company are announced, have been disclosed to public.                                                                                                                                                                                                                                                                                                  | X                 |    |         |                | Company website – Investor Relations – Sustainability & UNGC Website Company Card                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <a href="http://www.kafein.com.tr/home/investorrelations#&gt;Sustainability">www.kafein.com.tr/home/investorrelations#&gt;Sustainability</a><br><a href="http://www.unglobalcompact.org/what-is-gc/participants/141725-Kafein-Yazil-m-Hizmetleri-Ticaret-A-S-#cop">www.unglobalcompact.org/what-is-gc/participants/141725-Kafein-Yazil-m-Hizmetleri-Ticaret-A-S-#cop</a>                                                                                                                                                                             |
|      | <b>C. Social Principles</b>                                                                                                                                                                                                                                                                                                                                                                                  |                   |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|      | <b>C1. Human Rights and Labour Rights</b>                                                                                                                                                                                                                                                                                                                                                                    |                   |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| C1.1 | The Human Rights and Labour Rights Policy has been set out covering the United Nations Universal Declaration of Human Rights and the International Labour Organization principles, the responsible directors for execution of the policy are assigned and disclosed to public.                                                                                                                               | X                 |    |         |                | <p>The Corporate Human Rights and Employee Rights Policy and Ethics Policy, which includes the relevant commitment, are published on the website.</p> <p>The Corporate Governance Committee has been assigned to carry out “Environmental, Social, Corporate Governance (ESG)” studies, to implement and monitor the relevant policies.</p> <p>In addition, by the Board of Directors, the Ethics Committee is formed by appointing one independent member from the Corporate Governance Committee, one representative from HR department and one representative from the Investor Relations department.</p> | <a href="http://kafein.fra1.digitaloceanspaces.com/kafeinweb/IK-543e5.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/IK-543e5.pdf</a><br><a href="http://kafein.fra1.digitaloceanspaces.com/kafeinweb/Kafein%20Etik%20%C4%B0lkeler%20ve%20Davran%C4%B1%C5%9F%20Politikas%C4%B1%20-%20Kopya-05c7f.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/Kafein%20Etik%20%C4%B0lkeler%20ve%20Davran%C4%B1%C5%9F%20Politikas%C4%B1%20-%20Kopya-05c7f.pdf</a><br><a href="http://www.kap.org.tr/en/Bildirim/892863">www.kap.org.tr/en/Bildirim/892863</a> |
| C1.2 | The labour rights policy covers the fair workforce, improving work conditions, women’s employment, and inclusion (no discrimination on gender, race, religion, language, marital status, ethnicity, sexual orientation, gender identity, family responsibilities, trade union activities, political view, disability, social and cultural differences, etc.) considering the supply and value chain impacts. | X                 |    |         |                | Relevant issues are covered in the Corporate Human Rights and Employee Rights and in the Electronic Industry Citizenship Coalition (EICC, now RBA) Code of Conduct which are stated on the company website.                                                                                                                                                                                                                                                                                                                                                                                                  | <a href="http://kafein.fra1.digitaloceanspaces.com/kafeinweb/IK-543e5.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/IK-543e5.pdf</a><br><a href="http://www.kafein.com.tr/images/relations/99d72565-ee0c-4a39-95d2-4b6ca339badc.pdf">www.kafein.com.tr/images/relations/99d72565-ee0c-4a39-95d2-4b6ca339badc.pdf</a>                                                                                                                                                                                                                             |

|      |                                                                                                                                                                                                                        | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                               | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                                                                                                                                                                                         |
|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      |                                                                                                                                                                                                                        | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| C1.3 | The measures taken throughout the value chain to watch over the susceptible segments to certain economic, environmental, social factors (e.g., low-income group, women, etc.) or minority rights/opportunity equality. | X                 |    |         |                | <p>The Company's Corporate Human Rights and Employee Rights Policy is based on providing equal opportunities to people with equal conditions in recruitment, training and development, remuneration and career planning.</p> <p>In addition, the number of women working in our company is reported on a yearly basis under the heading "Increase in the Number of the Women Employees" of the Sustainability Report.</p> | <a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/IK-543e5.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/IK-543e5.pdf</a><br>"Increase in the Number of the Women Employees" (Sayfa 90-91)                                                                                                                                                                                                                                         |
| C1.4 | The preventive and improver practices on discrimination, inequality, human rights violation, forced labour, and child labour have been disclosed to public.                                                            | X                 |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                           | "Empower: Social Principles" (Page 90-100)           & "Fight against Child Labour" (Page 91)                                                                                                                                                                                                                                                                                                                                                      |
| C1.5 | The labour rights policy covers investment in employees (training, improvement policies), remuneration, side rights, right to unionize, work/life balance and skill management issues.                                 | X                 |    |         |                | <p>Investments in employees (University Collaborations, HR Training and Development Portal, Kafein Academy, Bonus System, Rewarding Practices, Internship Opportunities, Club Activities) are explained in the "Empower: Social Principles" heading of the Sustainability Report.</p> <p>Remuneration Policy and Compensation Policy are available on our website.</p>                                                    | "Empower: Social Principles" (Page 90-100)<br><a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/Remuneration%20Policy%20v2%20ENG-ada8d.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/Remuneration%20Policy%20v2%20ENG-ada8d.pdf</a><br><a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/Compensation%20Policy%20ENG-eeb03.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/Compensation%20Policy%20ENG-eeb03.pdf</a> |
|      | The mechanism regarding the employee complaints and the dispute resolution process is determined.                                                                                                                      | X                 |    |         |                | The "I Have an Idea" application on our company portal is an in-house application where our employees can share their suggestions, suggestions and complaints regarding commercialization and improvement.                                                                                                                                                                                                                | <a href="https://portal.kafein.com.tr/#/">portal.kafein.com.tr/#/</a>                                                                                                                                                                                                                                                                                                                                                                              |
|      | The reported employee satisfaction activities in the period have been disclosed to public.                                                                                                                             | X                 |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                           | "Empower: Social Principles" (Page 90-100)                                                                                                                                                                                                                                                                                                                                                                                                         |

|       |                                                                                                                                        | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                  | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                                                                                                                                                                               |
|-------|----------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|       |                                                                                                                                        | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| C1.6  | Occupational Health and Safety Policy has been set out and disclosed to public.                                                        | X                 |    |         |                |                                                                                                                                                                                                                                              | <a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/KFEIN%20%C4%B0SG%20POL%C4%B0T%C4%B0KASI-125ac.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/KFEIN%20%C4%B0SG%20POL%C4%B0T%C4%B0KASI-125ac.pdf</a>                                                                                                                                                                                                                      |
|       | The measures taken to prevent the work accidents, health protection and accident statistics have been disclosed to public.             | X                 |    |         |                |                                                                                                                                                                                                                                              | “Occupational Health and Safety”<br>(Page 95-96)                                                                                                                                                                                                                                                                                                                                                                                         |
| C1.7  | Protection of the personal data and information security policy has been disclosed to public.                                          | X                 |    |         |                |                                                                                                                                                                                                                                              | <a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/KVKK-053c4.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/KVKK-053c4.pdf</a>                                                                                                                                                                                                                                                                                            |
| C1.8  | Code of Ethics has been set out and disclosed to public.                                                                               | X                 |    |         |                |                                                                                                                                                                                                                                              | <a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/Kafein%20Etik%20%C4%B0lkeler%20ve%20Davran%C4%B1%C5%9F%20Politikas%C4%B1%20-%20Kopya-05c7f.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/Kafein%20Etik%20%C4%B0lkeler%20ve%20Davran%C4%B1%C5%9F%20Politikas%C4%B1%20-%20Kopya-05c7f.pdf</a>                                                                                                                            |
| C1.9  |                                                                                                                                        |                   |    |         |                |                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| C1.10 | The informative meetings and training programmes on ESG practices organised for the employees                                          | X                 |    |         |                | Various trainings are offered to our employees about the ESG policies and practices through the Kafein Development and Training portal.                                                                                                      | <a href="https://edu.kafein.com.tr">edu.kafein.com.tr</a>                                                                                                                                                                                                                                                                                                                                                                                |
|       | <b>C2. Stakeholders, International Standards, and Initiatives</b>                                                                      |                   |    |         |                |                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| C2.1  | Customer satisfaction policy covering the management and solution of the customer complaints has been set out and disclosed to public. | X                 |    |         |                | Quality Management System policy is disclosed on the website, and feedbacks are taken into consideration.<br><br>In addition, the Stakeholders Policy, which regulates relations with customers and suppliers, is published on website.      | <a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/POL.015%20KYS%20POL%C4%B0T%C4%B0KASI%20-%20Rev.01-43c4f.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/POL.015%20KYS%20POL%C4%B0T%C4%B0KASI%20-%20Rev.01-43c4f.pdf</a><br><br><a href="https://kafein.fra1.digitaloceanspaces.com/kafeinweb/Stakeholder%20Policy%20ENG-753dc.pdf">kafein.fra1.digitaloceanspaces.com/kafeinweb/Stakeholder%20Policy%20ENG-753dc.pdf</a> |
| C2.2  | The information on communication with the stakeholders (whom, topic and frequency) has been disclosed to public.                       | X                 |    |         |                |                                                                                                                                                                                                                                              | “Communication with Stakeholders”<br>(Page 106-107)                                                                                                                                                                                                                                                                                                                                                                                      |
| C2.3  | The international reporting standards adopted have been disclosed to public.                                                           |                   |    | X       |                | Although our company does not have the reporting standards specified in the footnote, the sustainability reporting of the company is based on the 17 UN Sustainable Development Goals (SDGs) and the 10 Principles of the UN Global Compact. | “The Principles for the Preparation of the Report”<br>(Page 72-73)<br>& “Financial Reporting Standards”<br>(Page 106)                                                                                                                                                                                                                                                                                                                    |

|      |                                                                                                                                                            | COMPLIANCE STATUS |    |         |                | EXPLANATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION                                                                                                                                                                                                                                                                                                                                                                                         |
|------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|----|---------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      |                                                                                                                                                            | YES               | NO | PARTIAL | NOT APPLICABLE |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| C2.4 | The adopted principles, being a signatory or a member of an international institution, committee on sustainability have been disclosed to public.          | X                 |    |         |                | The company is on the signatory status of United Nations Global Compact (UNGC).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <a href="http://www.unglobalcompact.org/what-is-gc/participants/141725-Kafein-Yaz-l-m-Hizmetleri-Ticaret-A-S-#cop">www.unglobalcompact.org/what-is-gc/participants/141725-Kafein-Yaz-l-m-Hizmetleri-Ticaret-A-S-#cop</a>                                                                                                                                                                                                                           |
| C2.5 | Improvement activities have been realized to be included Borsa İstanbul Sustainability Index and/or international index providers' sustainability indices. |                   |    | X       |                | To be included in the Borsa İstanbul Corporate Governance Index has been determined as one of the company's ESG targets, and infrastructure studies and preparations continue to be included in the Sustainability Index.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | “Performance Evaluation and Goals for the Next Period” (Page 108-112)<br>> Target 3: To be listed in “Corporate Governance Index” on İstanbul Stock Exchange in the Long Run                                                                                                                                                                                                                                                                       |
|      | <b>D. Corporate Governance Principles</b>                                                                                                                  |                   |    |         |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| D1   | It has been consulted with the stakeholders regarding the determination of the sustainability measures and strategy.                                       | X                 |    |         |                | Stakeholders can submit their opinions and suggestions via the e-mail <a href="mailto:info@kafein.com.tr">info@kafein.com.tr</a> , or via the contact tab on our company website <a href="http://www.kafein.com.tr/home/contact#">www.kafein.com.tr/home/contact#</a> . For the notifications or reporting to Ethics Committee <a href="mailto:gizli@kafein.com.tr">gizli@kafein.com.tr</a> is in use. Opinions and requests regarding GDPR can be conveyed through the forms available at the link <a href="http://www.kafein.com.tr/home/kvkk">www.kafein.com.tr/home/kvkk</a> . Shareholders can convey their opinions and requests via the e-mail address of <a href="mailto:yatirimci@kafein.com.tr">yatirimci@kafein.com.tr</a> and through General Assemblies.<br><br>In addition, the “I Have an Idea” application on our Company's portal is an internal application where our employees can share their suggestions and complaints regarding commercialization and improvement | <a href="mailto:info@kafein.com.tr">info@kafein.com.tr</a><br><a href="http://www.kafein.com.tr/home/contact#">www.kafein.com.tr/home/contact#</a><br><a href="mailto:gizli@kafein.com.tr">gizli@kafein.com.tr</a><br><a href="http://www.kafein.com.tr/home/kvkk">www.kafein.com.tr/home/kvkk</a><br><a href="mailto:yatirimci@kafein.com.tr">yatirimci@kafein.com.tr</a><br><a href="http://portal.kafein.com.tr/#/">portal.kafein.com.tr/#/</a> |
| D2   | CSR projects, awareness activities and training programmes have been realized to increase the awareness of on sustainability.                              | X                 |    |         |                | Various trainings are provided to employees on the "Kafein Development and Training Portal". Social Responsibility Projects and Awareness Events are shared with employees through company's online magazine (Kafein Bulletin), and HR information e-mails.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <a href="http://edu.kafein.com.tr/Home/Login">edu.kafein.com.tr/Home/Login</a>                                                                                                                                                                                                                                                                                                                                                                     |