

BIODIVERSITY CONSERVATION POLICY

1. PURPOSE

The purpose of the Biodiversity Conservation Policy of SUB IQ Software Solutions Co. Ltd. (“SUB IQ”) is to guide the conservation of biodiversity, conduct restoration and rehabilitation efforts in areas where biodiversity has been degraded, minimize the negative impacts of our activities on biodiversity, and ensure the preservation of ecosystem health and functionality. This policy also aims to promote, monitor, and disseminate efforts that contribute to leaving a clean and sustainable ecosystem for future generations and enhancing human well-being.

2. SCOPE

Full compliance with our Biodiversity Conservation Policy is expected from all employees, suppliers, group companies, and business partners. Biodiversity conservation is embraced by our company as a process of continuous improvement, and the development and implementation of restorative projects is actively encouraged.

3. OUR PRINCIPLES AND ACTION PLAN

3.1 Conservation and Restoration

Protecting natural habitats and taking steps for their restoration when necessary is of great importance to our company. Our Sustainability Committee identifies areas requiring biodiversity protection through scientific research and academic collaborations, regularly analyzes risks, and conducts preventive actions. We aim to assess natural disasters such as fires, floods, and heatwaves that may occur around our operational areas and to incorporate preventive and protective measures into our processes. We also strive to implement biodiversity conservation and restoration efforts, especially for biodiversity elements around our facilities and in all relevant areas.

3.2 Compliance with Laws and Regulations

Our company is committed to full compliance with national and international laws, regulations, and standards related to biodiversity conservation. We avoid conducting activities in areas where biodiversity is at risk and monitor the biodiversity within our operational zones to ensure ecological balance is continuously maintained.

3.3 Scientific Foundation and Public Participation

Our Sustainability Committee monitors the current status of biodiversity and relevant restoration methods. When necessary, support is obtained from scientific publications, academics, and NGOs. We aim to carry out stakeholder-inclusive improvement initiatives on biodiversity conservation and restoration. Our company is open to all collaborations that can benefit biodiversity and organizes trainings and informational meetings to raise awareness among employees, suppliers, group companies, and the broader community.

3.4 Alignment with Global Visions and Sustainable Development Goals

By regularly reducing our ecological footprint, we aim to align with the “2030 Net-Zero

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Biodiversity Loss” goal. We commit to acting in accordance with the following United Nations Sustainable Development Goals (SDGs):

- **SDG 14: Life Below Water**
- **SDG 15: Life on Land**

We continuously contribute to visionary approaches related to biodiversity by developing design strategies focused on biodiversity preservation throughout the entire product life cycle.

4. RESPONSIBILITIES

All SUB IQ employees, suppliers, group companies, and business partners are responsible for adhering to this Biodiversity Conservation Policy. The development and implementation of projects related to monitoring, protecting, and restoring biodiversity fall under the responsibility of our Sustainability Committee. The Committee monitors developments in biodiversity and reports them to the Board of Directors.

The updating, implementation, and auditing of this policy are the responsibilities of our Board of Directors. The Board is also primarily responsible for reviewing and implementing the projects and improvement initiatives recommended by our Sustainability Committee.

Date: 01.01.2025

Chairman of the Board, SUB IQ: Yusuf Yiğit AKKUŞ



Signature: