

1. PURPOSE

The purpose of the Corporate Social Responsibility Policy of SUB IQ Software Solutions Ltd. (“SUB IQ”) is to contribute to the company’s brand value, reputation, and social investment foundation by adopting an equitable, community-focused sustainability culture.

This policy is written to outline our company’s commitments to essential humanitarian topics such as non-discrimination, equal opportunity, occupational health and safety, gender equality, prevention of child labor and forced labor; and to develop projects through partnerships that generate social and environmental benefit, to preserve business ethics and morality, and to elevate societal welfare.

2. SCOPE

All SUB IQ employees, suppliers, affiliates, and business partners are expected to fully comply with this policy. Managing business processes and areas of impact with a social responsibility mindset and promoting a CSR culture is the responsibility of every individual within the company.

Our CSR Policy is an integral part of our ethical framework alongside:

- Corporate Volunteering Policy
 - Ethics, Compliance and Disclosure Policy
 - Human Rights, Inclusion, Diversity, Equal Opportunity and HR Policy
 - Environmental and Energy Management Policy
 - Anti-Bribery and Corruption Policy
 - Gift and Hospitality Policy
 - Sustainability Policy
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3. OUR CORPORATE SOCIAL RESPONSIBILITY PRINCIPLES

3.1 We develop fair approaches in all community-oriented efforts and communications, prioritizing social benefit and inclusion.

3.2 We work to improve public health, education, equal opportunity, poverty alleviation, and environmental conditions to enhance quality of life.

3.3 We align with a sustainable development vision and conduct our business processes with respect for society and the environment, tracking them through our policies.

3.4 Our company values participation in CSR projects with environmental, social, and cultural impact.

3.5 We respect the values of the communities in which we operate and act in accordance with local traditions and cultures.

3.6 We execute CSR projects in compliance with all national and international legal frameworks and regulations.

3.7 We aim to expand our monitoring, audit, and analysis practices related to social

compliance and broaden our area of positive impact.

3.8 We ensure that employees fully and accurately exercise their employment rights based on our belief that people are the foundation of sustainability.

3.9 We provide all employees with a healthy, safe, and comfortable working environment.

3.10 We treat employees fairly and support their individual development.

3.11 By adopting the Just Transition Principles (Transition Plan Taskforce - TPT) and cross-training approaches, we prepare our employees for the future.

3.12 We aim to conduct our business processes in ways that protect the health of individuals around our operational zones. We proactively take precautions against any potential harm to people's health, property, or valuables.

3.13 We do not employ child labor under any circumstances. We strictly comply with legal frameworks regarding young workers, including interns.

3.14 In recruitment, we evaluate candidates not only for professional qualifications but also for their commitment to our ethical and social responsibility standards.

3.15 We care that employees work willingly and happily at SUB IQ. No employee is subjected to forced labor from onboarding to retirement.

3.16 Our company commits to maintaining compliance with national and international CSR standards, in accordance with applicable laws and regulations and our customer partnership principles.

3.17 We operate in compliance with labor laws regarding working hours and wages and aim to uphold human dignity and decent working conditions.

3.18 To increase our employees' knowledge base, we provide periodic information sessions, trainings, and drills starting from the recruitment phase.

3.19 We expect our employees, group companies, suppliers, and partners to contribute to promoting environmentally friendly technologies and raising environmental awareness.

3.20 We regularly monitor, audit, and support our suppliers' compliance with CSR standards. We implement follow-up and action plans to maintain effective governance.

4. RESPONSIBILITIES

4.1 It is the duty of our Board of Directors to provide a fair, safe, reliable, and inclusive work environment without discrimination based on religion, language, race, gender, sexual orientation, political views, beliefs, disability, or sect.

4.2 One of our core responsibilities is to take a leading role in CSR initiatives aimed at protecting public and environmental health.

4.3 Employees, suppliers, business partners, and group companies are responsible for adhering to our CSR Policy and contributing to projects that generate positive social and environmental impact.

4.4 The Sustainability Committee is responsible for identifying and mitigating environmental and social risks arising from our operations.

Date: 01.01.2024

Chairman of the Board – SUB IQ: Yusuf Yiğit AKKUŞ



Signature: