

## ENVIRONMENTAL POLICY

Mikrogrup creates comprehensive and functional software with a view to helping corporations take new steps towards Institutionalization, Digitalization and e-Transformation while also building a sustainable future for its employees, business partners, supplies and customers.

Mikro's Environmental Policy is to ensure that all stakeholders will perform their operations in line with the commitment to protect and improve environment.

In order to attain this commitment, Mikrogrup:

- Complies with all applicable environmental codes, laws, implementation rules and regulations,
- Aims to create high environmental performance standards for all business units,
- Takes measures against accidents or incidents which may threaten the environment,
- Acts in cooperation with governmental authorities, employees, business partners, suppliers and customers in relation to environmental matters,
- Encourages all stakeholders to remain committed to continuous improvement in terms of environmental sustainability by means of waste collection, recycling, protection of natural resources, prevention of contamination and promotion of environmental responsibility,
- Encourages innovative solutions to digital transformation and paperless office concept and endeavors to minimize its impact on the environment,
- Optimizes its operations in all business fields in order to reduce its environmental footprint.

With a view to putting these policies into practice, Mikrogrup informs the relevant stakeholders, organizes training sessions and conducts regular audits in order to promote social sustainability.

Human Resources Department is responsible for the performance and fulfillment of the relevant clauses and responsibilities under this policy.