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ENVIRONMENT, HEALTH, AND SAFETY REPORT

2025

GENEL- PUBLIC

ENVIRONMENT, HEALTH, AND SAFETY REPORT 2025

Preserving ecological balance—one of the most critical issues of our time—can only be achieved through the more efficient use of energy and raw materials. In order to remain competitive in future markets, organizations must be knowledgeable about national and international climate change policies, be prepared for their implications, and effectively manage greenhouse gas-related risks. Organizations that fail to identify and manage these risks may face legal sanctions in the future or be required to bear greenhouse gas emission costs in order to conduct trade, which could ultimately undermine their competitive position in the market. In this context, the implementation of technologies that protect human health and the environment during use is of paramount importance.

Within this scope, we continue our efforts to combat climate change.

Contribution To The Circular Economy

Companies that act with respect for the planet, strive to use natural resources in the most efficient way, and focus on circular economy solutions continue to accelerate their efforts in response to this global transformation. While creating added value through diverse approaches in digital transformation projects carried out with public and private sector organizations, we also provide circular economy solutions through our subsidiary, BDH. Through the “Renewal Center and Authorized Service Center” services delivered by BDH to the communications sector, we further strengthen our contribution to the circular economy.

Sustainability Initiatives

In order to ensure the more effective, holistic, and systematic management of Environmental, Social, and Governance (ESG) matters at the corporate level, a Sustainability Committee has been established by a resolution of the Board of Directors to operate under the authority of the Board. The Sustainability Committee has been structured to support the Board of Directors in the processes of formulating the Company’s sustainability strategy, defining policies and targets aligned with this strategy, and preparing, implementing, monitoring, and evaluating the effectiveness of the required plans within the scope of the Capital Markets Board’s Sustainability Principles Compliance Framework.

The chairmanship of the Committee is undertaken by the Company's Chief Executive Officer, Sinan Dumlu, while the Committee members are composed of senior executives from relevant functions with the potential to contribute across ESG areas. This structure supports the consideration of sustainability matters through a cross-functional and integrated approach across the Company.

The Sustainability Committee's priority areas of focus include the establishment of sub-working groups, the definition of the Committee's duties, authorities, and operating principles, the preparation of the Company's sustainability policy for submission to and approval by the Board of Directors, and the execution of initiatives aimed at achieving the environmental, social, and governance targets defined within the framework of this policy. Operating under the oversight of the Board of Directors, the Committee's activities support the integration of sustainability matters— including the management of climate-related risks and opportunities—into the Company's corporate strategy and decision-making processes.

Carbon Disclosure Project

In addition, the 2024 Carbon Disclosure Report has been prepared and the evaluation results report has been obtained. Based on the disclosed assessment results, our Company improved its rating by two levels and was evaluated at the C score level. While setting our targets, we consistently take into consideration that only through the successful implementation of the practices we have planned can we leave a healthy and livable environment for future generations.

In addition to raising environmental awareness, significant efforts are undertaken to protect the environment through the establishment and implementation of relevant laws, agreements, and regulations.

The COVID-19 pandemic, the impacts of which were felt at both the international and national levels across many areas, also led to fundamental changes in working models. In this context, Netaş revised its working model in 2020 and transitioned to a hybrid working model as of the beginning of 2022. In line with the decisions taken by our Human Resources department, the hybrid working model implemented during 2024 and 2025 was concluded, and a transition to full-time, on-site working was completed as of year-end.

All changes related to our Company—including developments concerning our Group companies, office spaces, and laboratory areas—have been regularly communicated to our employees through remote meetings led by the CEO and via email announcements.

Environmental, Health, and Safety Policy

Netaş's Environmental, Health, and Safety (EHS) Policy is based on compliance with applicable legal requirements and standards in all its activities, while also taking a leading role by encouraging the involvement of its broader social stakeholders in these efforts.

In 2025, Netaş successfully completed both the **ISO 14001 Environmental Management System** and **ISO 45001 Occupational Health and Safety** certification audits. In order to ensure the effective implementation of action plans, periodic internal audits are conducted within the framework of the Environmental, Health, and Safety (EHS) Program.

As stated in our EHS Policy, contributing to the development of environmental, health, and safety awareness through innovative solutions to EHS-related issues constitutes an important and integral aspect of our corporate approach. In 2025, our Environmental, Health, and Safety Policy was updated to explicitly incorporate sustainability as a core component.

While activities are kept under control through internal and external audits, our solution partners are first provided with training, followed by periodic EHS audits. In addition, they are required to fulfill their legal obligations and establish their own EHS systems. They are also expected to manage these systems through defined objectives and programs, adopting a zero-waste and sustainability-oriented perspective in their strategic approach.

The Environmental Board, composed of environmental experts, assumes roles of control, consultancy, and implementation. The Board is responsible for reviewing the environmental management system, monitoring existing approvals and permits related to operational processes, and ensuring the submission of annual declarations in accordance with applicable legal regulations.

Energy-Efficient Network Technologies

Solar-Powered Mobile Network Infrastructures

Solutions that enable base stations to operate with solar energy systems are in use to enhance energy efficiency in next-generation mobile networks. This approach increases the use of renewable energy within the network while contributing to the reduction of operational carbon emissions. Some of the cabinets and power distribution components used on the field side of the infrastructure are locally developed by Netaş, supporting more efficient energy management.

Dynamic Energy Optimization With Artificial Intelligence

Artificial intelligence–based traffic load management technologies analyze real-time network traffic and automatically optimize the power consumption of base stations. This reduces energy

consumption during periods of low demand, while renewable sources of energy are prioritized during hours of higher production. To support this intelligent energy management process, some of the DC power systems used are locally produced by Netaş, contributing to the stable operation of the power infrastructure.

Energy Savings In Data Centers With Liquid Immersion Cooling

The Liquid Immersion Cooling (LIC) technology used to reduce energy consumption in data centers offers a significantly more efficient structure compared to traditional cooling methods. This system substantially lowers electricity consumption related to cooling while improving Power Usage Effectiveness (PUE) values and supporting longer hardware lifespan. Some of the server platforms integrated into this high-efficiency infrastructure are part of Netaş's locally produced cloud server family.

Smart Port Management In Fiber Networks

Next-generation fiber network solutions reduce energy consumption through intelligent management algorithms that automatically shut down unused PON ports. These technologies enable networks to operate with lower energy intensity despite increasing data traffic, while also optimizing operational costs. In such fiber infrastructures, certain cabinets and active access units are supplied through Netaş's local production, providing additional contribution to the network's energy-efficient operation.

Fırst Tübitak-Supported SAYEM (Industrial Innovation Networks Mechanism) Program, Smart Cities, Is Completed

Established under TÜBİTAK's SAYEM call to support the development of the smart cities ecosystem in Türkiye, the Smart Cities Consortium, formed under the leadership of Netaş, initiated productization efforts within several sub-projects including energy, building emergency systems, healthcare, environment and waste management, as well as parking and transportation systems. The productization process carried out by consortium member companies across these verticals, covering a five-year period, was completed in 2025. The projects developed within this framework aim to contribute to the long-term planning and management processes of cities through a comprehensive smart city product portfolio.

Social Value–Oriented Netaş Solutions

Since its foundation, Netaş has developed innovative designs in its products and services that enable the technologies it works on to serve as a foundation for applications capable of delivering social value to the ecosystem.

Remote Physiotherapy

The remote physiotherapy application developed by Netaş together with its solution partner continued to undergo concept-level trials in 2025 at some of Türkiye's leading healthcare institutions. This application allows physical therapy exercises to be performed through computer games and represents a strong example of next-generation healthcare systems. This solution is aimed at enabling individuals requiring physical therapy to access healthcare services regardless of time and location constraints, while also increasing their motivation throughout the treatment program.

Recognizing that 5G technology will play a critical enabling role in the efficient operation of a remote healthcare systems, Netaş R&D continued its efforts with telecom operators in Türkiye to support the implementation of 5G in the healthcare vertical in 2025. The provision of 5G-supported remote physiotherapy services enables the continuation of treatment processes outside the hospital with high levels of efficiency, remote monitoring and the delivery of more personalized healthcare services.

V2X

Testing of 5G-compatible applications such as the On-Board Communication Unit and Roadside Communication Unit (V2X – Vehicle to Everything) developed for smart mobility, as well as remote physiotherapy solutions designed for next-generation healthcare services, continues through collaborations with both public and private sector stakeholders.

Incentive Projects

SOCFAI Project

Netaş is developing new technologies to improve energy efficiency in airports within the scope of the SOCFAI Project, labeled under ITEA4 and funded by TÜBİTAK. The project, which brings together partners from Türkiye, South Korea and Singapore, aims to develop a modern data exchange hub that enables various software services at an airport to communicate with each other. Within this framework, Netaş is working on the development of an IoT-based solution that optimizes HVAC system operations based on indoor air quality, contributing to improved energy efficiency in airports. The project's pilot activities are planned to be carried out at İzmir Adnan Menderes Airport.

AISMECOT

During 2025, Netaş completed its international R&D activities within the scope of the AISMECOT project, initiated under EUROGIA, the energy technologies cluster of EUREKA in

Europe, focusing on nextgeneration communication and data analytics technologies used in remote meter reading systems.

AICOM4HEALTH

Within the scope of CELTIC-NEXT, the communications technologies cluster under EUREKA in Europe, Netaş launched the AICOM4HEALTH project together with nine project partners from four countries to develop nextgeneration technologies based on 5G, the Internet of Things (IoT), and AI which can also be utilized during pandemic situations.

Completed in 2025, the AICOM4HEALTH project enables real-time detection of various pandemicrelated risks in crowded indoor and outdoor public spaces through sensors and cameras. These include situations such as poor air quality, failure to wear masks, violations of social distancing, excessive crowd density and mobility, as well as symptoms such as high fever, fatigue and partial loss of consciousness.

Ecosystem Collaboration

By carrying out initiatives and audits aimed at strengthening environmental, health, and safety awareness together with our solution partners within our ecosystem, we play a significant role in safeguarding the world we will leave to future generations.

The Supply Chain department conducts assessments of new and existing suppliers once a year based on a questionnaire. In addition, suppliers are requested to provide ISO 14001 and ISO 45001 certifications, documentation related to environmental regulations, and, where available, emission certificates.

(501-T-KEK-4.4.1 Supplier Selection and Approval Procedure)
(501-T-KEK-4.4.3 Supplier Performance Evaluation Procedure)

In the following section, we provide a summary of our company's activities in 2025 related to **waste reduction**, **resource conservation**, **energy consumption reduction**, **employee health and safety management system** and the **sustainability of the environmental management system.**

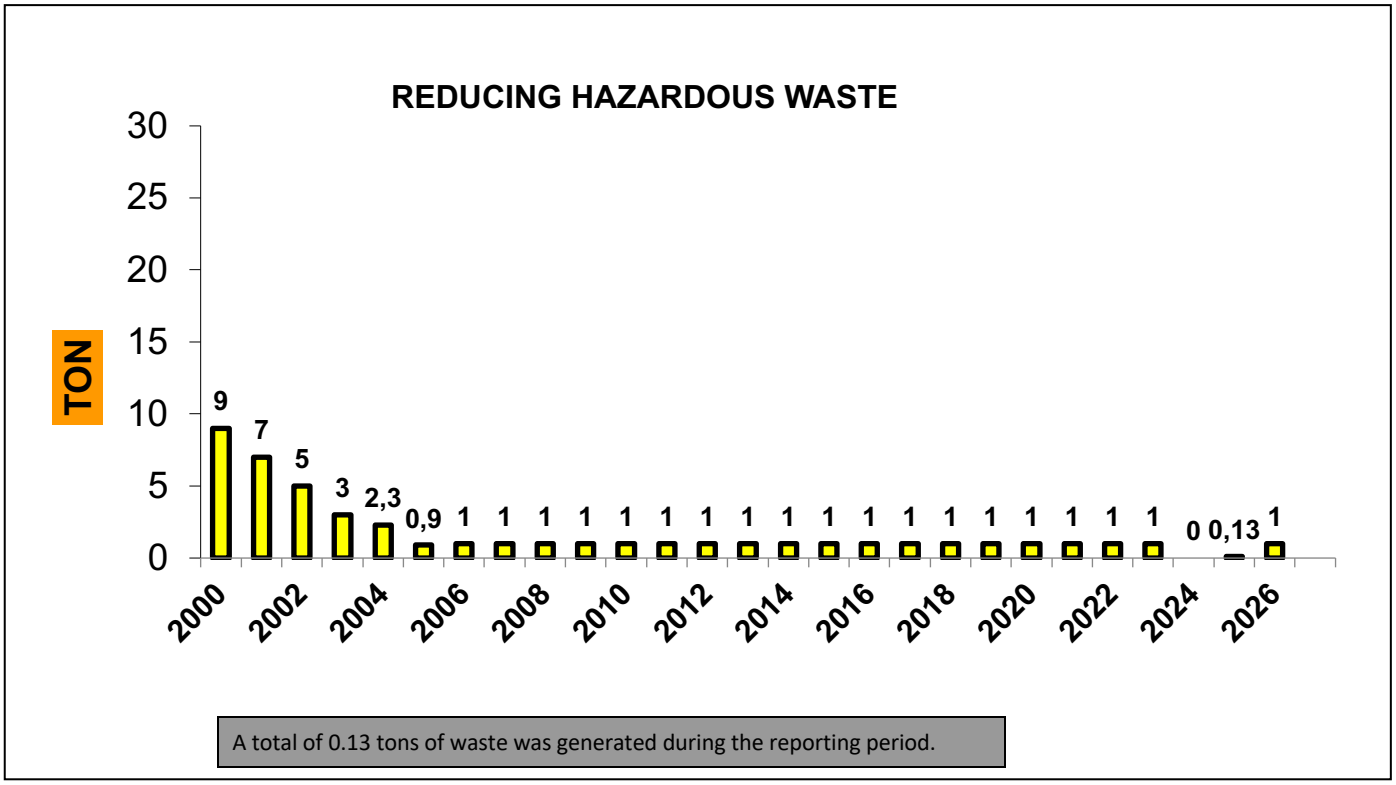
Reducing Hazardous Waste

Environmental pollutants consist of harmful and toxic gases (gas emissions) that become mixed with the air, as well as other hazardous solid and liquid wastes.

Within this scope, waste oils, contaminated cloths and rags, fluorescent lamps, and medical waste are removed from the environment in a controlled manner through authorized recycling and disposal companies. Wastes that require recycling—such as electrical and electronic equipment waste—are transported to licensed recycling firms, while flue gas emissions are kept under control through appropriate maintenance practices and regular measurements.

For 2025, Netaş set a target to keep the amount of environmentally polluting waste below the level of 1 ton.

As a result of the measures implemented to reduce environmentally polluting waste, this target was achieved in 2025. A total of 0.13 tons of waste was generated and sent for disposal.
For 2026, it has been targeted to maintain the total amount of environmentally hazardous waste at the same level. Performance related to the reduction of hazardous waste is presented in the chart below.



All non-recoverable hazardous waste is sent to İzaydaş, a subsidiary of İzmit Metropolitan Municipality, for environmentally safe disposal. In addition, cooperation is carried out with Anel Doğa for both interim storage prior to disposal and recycling activities.

Medical waste generated from the Company's infirmary is transported, in accordance with contractual arrangements, to the designated disposal facility for incineration using vehicles operated by the Istanbul Metropolitan Municipality. The Medical Waste Disposal Agreement is renewed on an annual basis.

"Declarations of Hazardous Waste" are also submitted to the relevant official authorities on the dates specified in the applicable regulations.

Reducing Non-Hazardous Waste

Non-hazardous waste consists of recoverable materials such as packaging materials, cardboard and paperboard, plastics, wood, iron, aluminum, and copper.

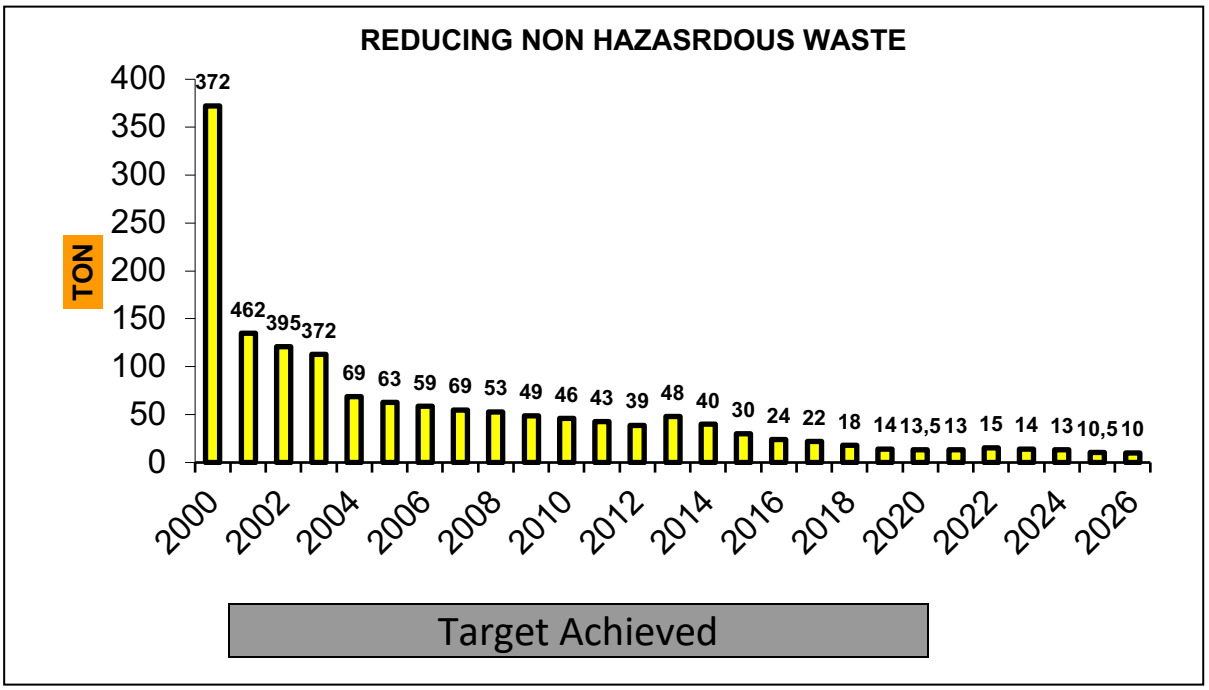
Through the collection of non-hazardous waste within our Company, its segregation by type, storage, and sale for reprocessing purposes, waste materials are technologically re-evaluated and transformed into raw materials ready for production; at the same time, potential negative environmental impacts that could arise from their disposal are effectively eliminated.

Within the scope of the Zero Waste Regulation, our initiatives have been launched, and awareness training has been provided to our employees and continues to be delivered on an ongoing basis. In this context, appropriate waste collection containers have been installed to enhance awareness and proper waste segregation practices. In addition, through coordinated efforts carried out in collaboration with the building management, the Zero Waste Certificate has been obtained for our Kurtköy location.

As a result of the reuse of packaging materials such as cardboard, paperboard, composite materials, and pallets in storage and logistics operations, 10.5 tons of waste were collected and reused following the necessary repair processes.

In 2025, a total of 10 tons of non-hazardous waste were sent for recycling, consisting primarily of paper, cardboard, and plastic, with a recycling rate of 97%.

Within the scope of non-hazardous waste management, contracts have been concluded with District Municipalities in accordance with applicable legal regulations. Recyclable waste covered under these agreements is collected by the respective municipalities.
For 2026, the total amount of non-hazardous waste has been targeted to be maintained at 10 tons per year. Performance related to the reduction of non-hazardous waste is presented in the chart below.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Target Achieved

Resource Conservation

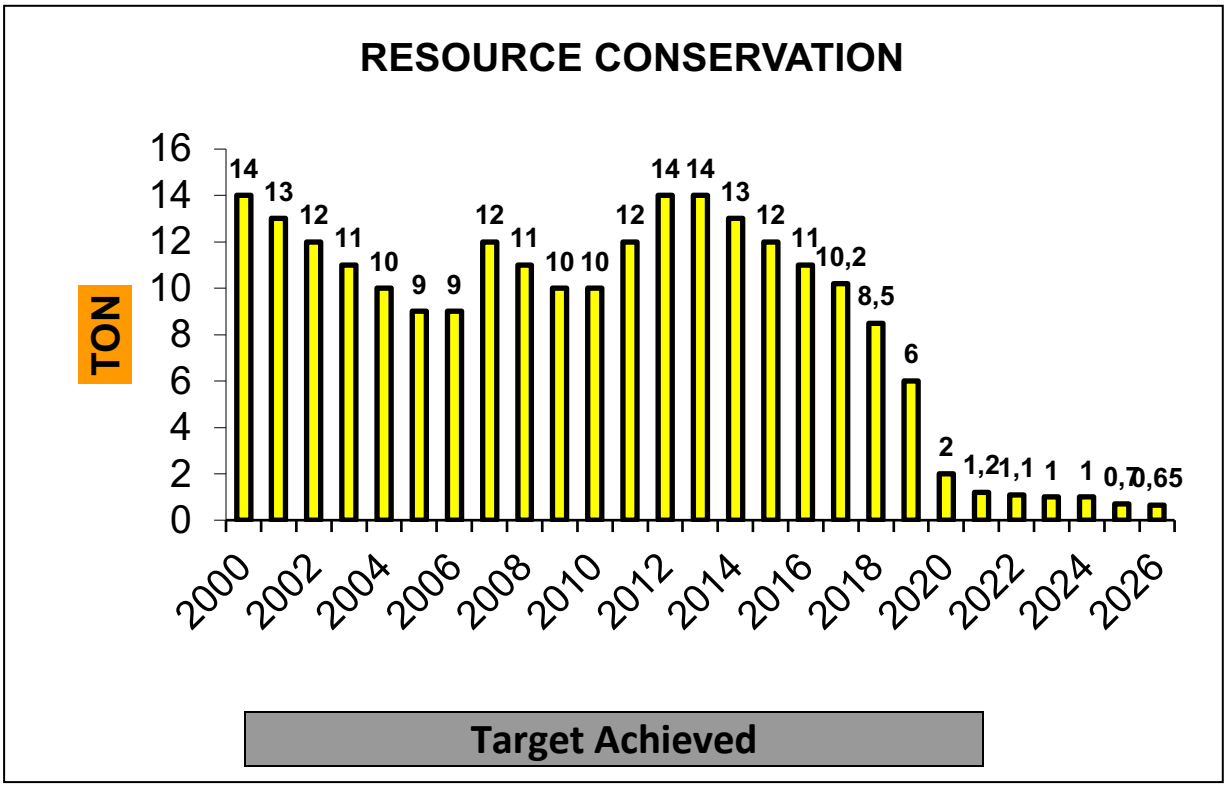
As part of its resource conservation efforts, Netaş has set targets to reduce paper consumption and improve efficiency in the use of paper.

Our Company places particular emphasis on addressing this critical issue, as uncontrolled paper consumption may lead to adverse environmental and health impacts. Within this scope, printing equipment has been upgraded and card-based printing systems have been introduced. In addition, by taking into consideration machine speeds and service routing, the number of printing devices has been reduced in certain areas.

By saving 1 ton of paper, 17 trees from an area equivalent to 2.3 square meters of forest are preserved, while savings of 31,787 liters of water and 4,100 kWh of electricity are achieved. To date, through the conscious collection of recyclable materials such as paper, cardboard, and wood, the cutting of 570 trees has been prevented.

For 2025, Netaş set a target to reduce purchased paper by 20% compared to 2024, taking into account the effects of hybrid working. In addition, it was aimed to keep total paper purchases below 1 ton during 2025. Periodic increases in consumption arising from organizational growth have been observed to decline following awareness-raising efforts. (Due to approximately 12 months of remote working, realistic data could not be obtained.)

Performance related to resource conservation is presented in the chart below.



Reducing Energy Consumption

The total energy consumption value is calculated by converting the energy used from electricity, natural gas, and diesel fuel into TEP (Ton Equivalent Petroleum).

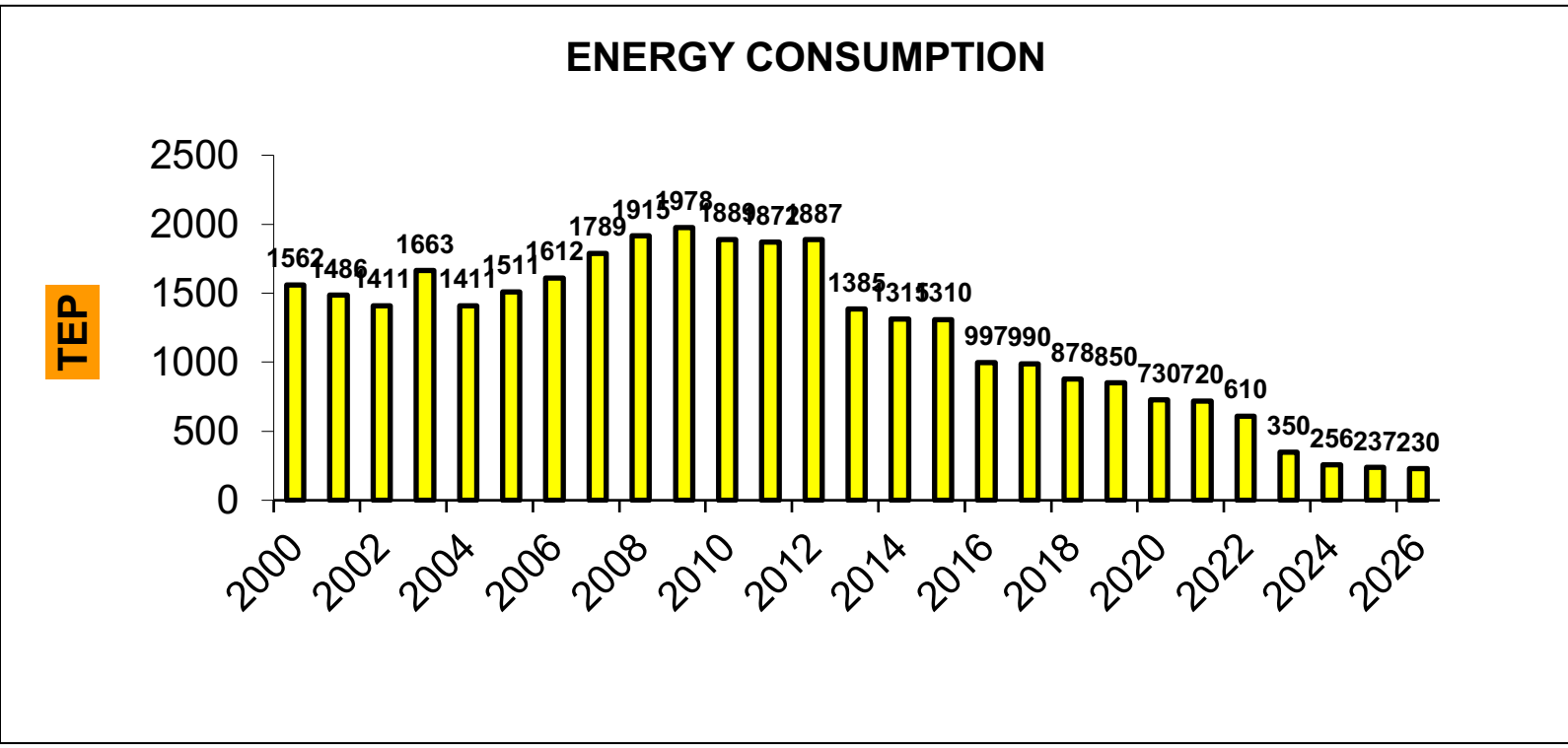
Netaş was awarded the 1st prize in the electrical equipment manufacturing sector in the YES category at the “17 Industrial Energy Efficiency Project Competition” (SENVER-17) held in 2016.

Within the scope of our company’s moving process;
The award was received for achieving reduced energy consumption through optimal adjustments in office residential areas, laboratory areas, data centers, and storage areas, as well as monitoring these areas using an automation system to control heating, cooling, lighting, and thermal comfort conditions.

In 2025, electricity consumption amounted to 2.56 million kWh, natural gas consumption reached 218,408 kWh, and diesel consumption was recorded at 1 ton, resulting in a total annual energy consumption of 270 tonnes of oil equivalent (toe). In the new period, in line with the hybrid working model, floors at our Kurtköy office building were vacated, and our leased office space was reduced from 14,000 m² to 4,000 m². Similarly, a downsizing was implemented in laboratory areas.

Comfort conditions were ensured only in areas where critical personnel were working.

As a result of the hybrid working model, the number of employee shuttle buses was reduced from 42 to 6. These initiatives were implemented through route optimization practices designed in line with employees’ residential locations in order to ensure the most efficient transportation solutions.
With the completion of all planned improvement initiatives aimed at achieving set targets, and taking into account new employment and the establishment of related office and laboratory environments, a significant improvement in energy consumption was achieved as a result of the hybrid working model.



Major improvements have been achieved in our targets

For 2026, it has been targeted to keep energy consumption at the level of 230 tonnes of oil equivalent (toe).

Water Consumption Management

No industrial wastewater is generated during our operations; therefore, we do not operate any wastewater treatment or wastewater recycling facilities. Water usage is limited to mains water consumed during office activities (such as restrooms and kitchens). Our water consumption is monitored on a monthly basis, and total water consumption amounted to 4,001 m^3 in 2025. Our water efficiency efforts resulted in an annual reduction rate of 27.12%.

As part of our efforts to reduce water consumption within our processes:

- Waterless urinals have been installed in restrooms,
- Restroom flushing systems have been equipped with sensor-based mechanisms,
- Restroom faucets have been converted to sensor-operated systems, and water pressure levels have been adjusted to ensure optimal volumetric usage during operation.

Occupational Health And Safety Activities

In accordance with the provisions of the Labor Law, no occupational accidents or occupational disease cases occurred within the Company. (No lost workdays were recorded.)

Employee health and occupational safety activities are monitored using two key metrics:

Lost Time Injury Frequency Rate and Lost Time Injury Severity Rate.

$$\textbf{Intensity of Number of Lost Days} = \frac{\text{number of lost days X 1,000,000}}{\text{Total working hours (all staff)}}$$

$$\textbf{Lost Days Case Frequency} = \frac{\text{number of lost days case X 1.000.000}}{\text{Total working hours (all staff)}}$$

Within the scope of scheduled examinations included in the Environmental, Health, and Safety (EHS) Management System, preventive and corrective actions that could affect employee health and safety were identified during periodic inspections conducted across Netaş; these actions were incorporated into implementation plans, resulting in significant improvements. The process is managed through Occupational Health and Safety Committee meetings held on a quarterly basis.

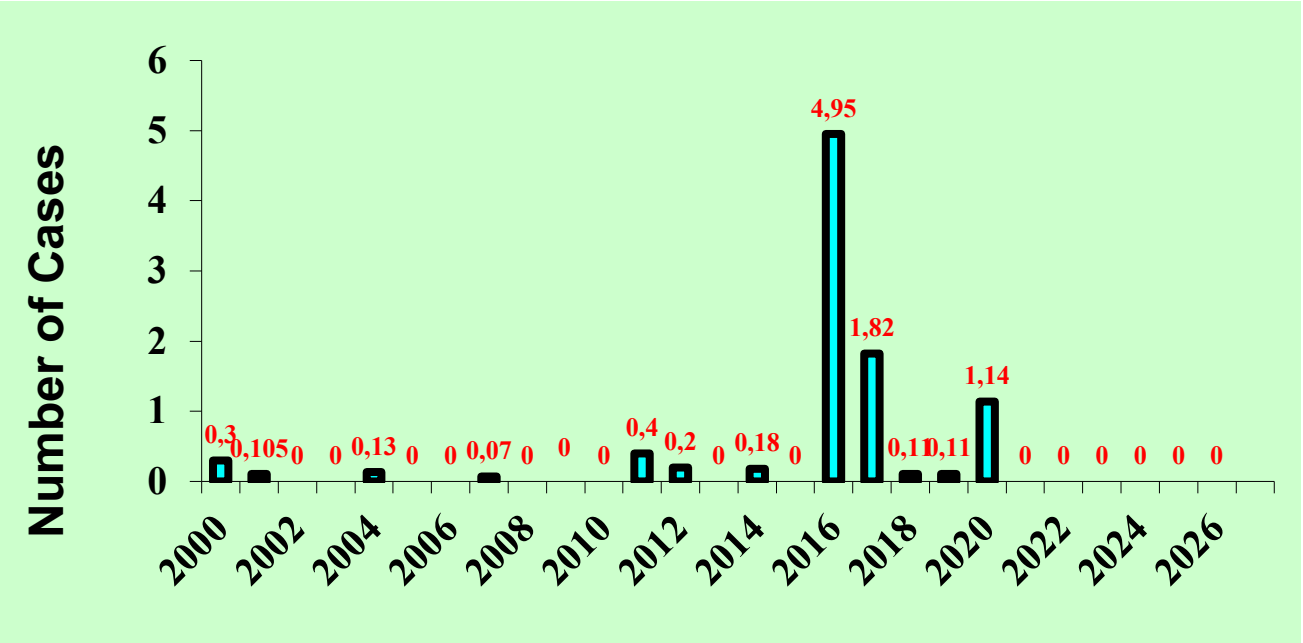
In addition, prior to any physical changes within the facilities, the results of risk analyses are evaluated and necessary measures are taken to mitigate identified risks affecting employees. Relevant issues are incorporated into environmental, health, and safety activities as required. Health examinations are conducted in accordance with legal regulations based on hazard classification. (Once every five years)

Furthermore, ergonomics training has been provided to employees to raise awareness and prevent soft tissue injuries affecting the musculoskeletal system.

Lost Days Case Frequency

Through continuous improvements and the measures implemented in the field of occupational safety, our objective is to maintain this value at zero on an ongoing basis.

Performance related to lost time injury severity rate is presented in the chart below.

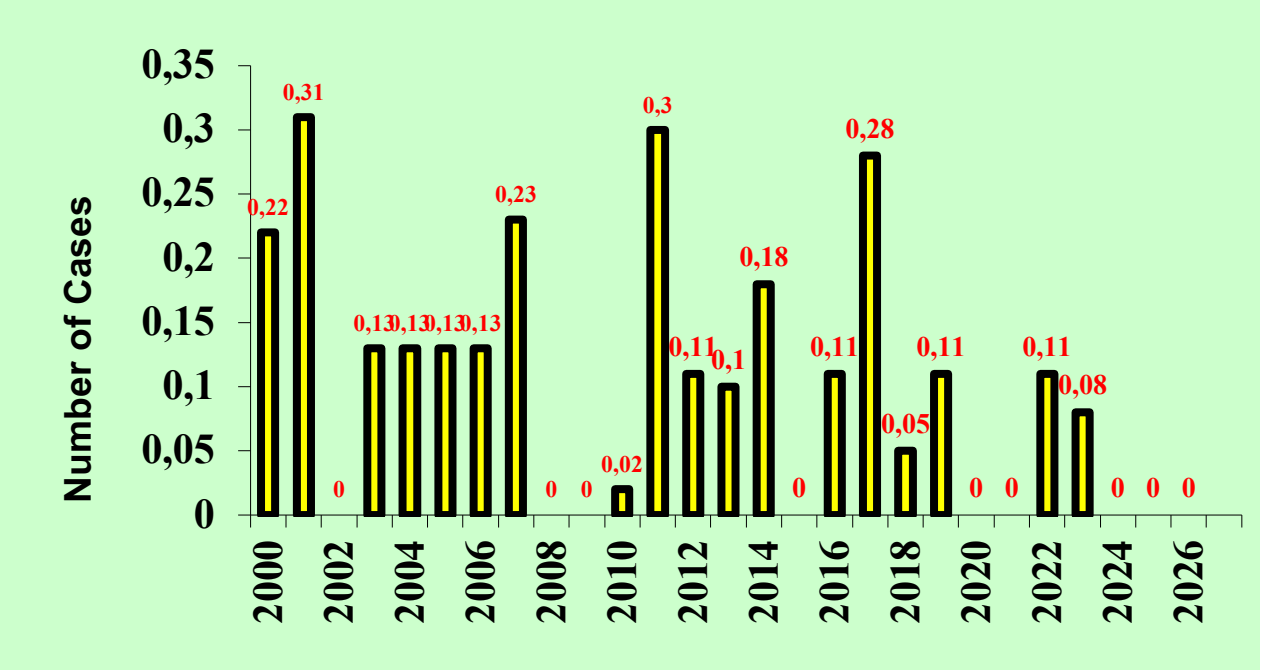


Lost Time Injury Case Count

Lost Time Injury Frequency Rate

In 2025, an occupational accident occurred. Our objective is to maintain this value at zero on an ongoing basis.

Performance related to the lost time injury frequency rate is presented in the chart below.



Lost Time Injury Severity Rate

Other Environmental, Health, And Safety Activities

- Environmental, Health, and Safety activities carried out within our Company, covering topics such as the ISO 14001 Environmental Management System, the ISO 45001 Occupational Health and Safety Management System (which replaced OHSAS 18001), permit-required activities, emergency preparedness, Environmental Legislation, Business Continuity Planning (BCP), and Occupational Health and Safety awareness trainings, resulted in a total of **1,592 man-hours** of certified training delivered to 193 participants, including Netaş employees and supplier representatives. External training providers were also engaged in the delivery of these trainings.

- In order to support women's employment—particularly in the technology sector, which is a high value-added industry—we continued the mentor–mentee program in collaboration with the Turkish Education Foundation (TEV) in 2025.

- Through this program, we provide university female students with support in all areas they need to take confident and empowered steps toward professional life.

  In the program, which brought together teams from many leading brands across various sectors and in which participants took part in groups of three, young

innovators from Netaş came together to build connections with entrepreneurial young professionals from Türkiye and around the world, rethink traditional business models, develop solutions to sustainability challenges through radical innovation perspectives, and uncover new business opportunities.

- The wellbeing mobile application Studio Canlı continues to be made available for use by Netaş employees. Designed to support employees' physical, mental, and emotional well-being, the platform offers flexibility and accessibility, enabling individuals to plan a personal development journey tailored to their own needs. Studio Canlı contributes to strengthening employees' work–life balance and fostering a healthier working environment. To date, Netaş employees have enrolled in more than 8,000 courses on the platform.

- Our Company holds a Zero Waste Certificate.

- Waste declarations have been submitted to the Ministry of Environment, Urbanization and Climate Change within the scope of the Waste Management Regulation.

- For the declarations and permits required under environmental legislation, the **National Environmental Information System portal** established by the Ministry of Environment, Urbanization and Climate Change is used.

- **The requirements of the GEKAP Regulation within the scope of environmental legislation are implemented by our companies in a sustainable manner.**

- Netaş has defined the main principles of its **Business Continuity Planning** activities and implemented necessary updates. Through Business Continuity Plans (BCP), when identified risks materialize, critical processes are ensured to incur minimal disruption and to be restored with minimum loss in terms of time and cost.

  Within this scope, Netaş, Netaş Bilişim, and BDH companies have been awarded the ISO 22301 Certification, and continuity has been ensured. Our companies have demonstrated this achievement by continuing to deliver high-quality services to all customers and business partners under the remote working model for a period exceeding two years.

- **Emergency evacuation drills** were completed at our two locations as part of emergency preparedness efforts. In addition, drills were also conducted taking into account our leakage control systems.

- **Medical Waste Disposal Agreement** has been concluded with Istanbul Metropolitan Municipality.

- Within the scope of our recycling and recovery obligations under the Regulation on Waste Electrical and Electronic Equipment, a contract has been concluded with **TÜBİSAD**, and compliance with regulatory requirements has been ensured. Electronic waste delivered to TÜBİSAD, an authorized organization, has contributed to sustainable development goals and resulted in the receipt of the "**Circular Electronics Certificate.**"

- The Company monitors and controls all activities related to global warming and greenhouse gas emissions arising from its operations. For this purpose, Netaş has voluntarily participated in the **Carbon Disclosure Project**, and following the evaluation, its rating improved by two levels from D to the C scale. Within this scope, relevant disclosures will continue to be reported on a regular basis.

- Since the campaigns launched in 1996 for the collection of **used newspapers, magazines, and batteries**, approximately 57 tons of paper have been collected and recycled to date, along with approximately 50 kilograms of batteries.

- Within the scope of the Regulation on the Control of Waste Batteries and Accumulators, agreements have been concluded with **AKÜDER** for the collection and recovery of waste accumulators, and with **TAP (Portable Battery Manufacturers and Importers Association)** for the collection of waste batteries. Following approval from the Ministry of Environment and Urbanization, "**Environmental Compliance Certificates**" validity numbers have been obtained through the use of the **TAREKS** system.

- In addition to our contributions to the smokeless economy in the Information and Communication Technologies sector, we aim to support biodiversity, raise awareness, and ensure its protection and development through the "**Netaş Healing Forest**" project, which covers a total area of 10 hectares in Uçmak Dere Village within the borders of Şarköy District, Tekirdağ Province. Through this project, we aim to preserve and enhance medicinal plant resources, encourage beekeeping in the region, and contribute to honey production. By enabling local communities to generate income from the cultivation of medicinal aromatic plants and wild fruits

and encouraging their ownership of the project, long-term sustainability is intended to be ensured.

- To establish the "**Netaş Healing Forest**," a total of **16,000** saplings—including various fruit trees such as chestnut, walnut, almond, and sour cherry, as well as medicinal aromatic plants ranging from rosemary and lavender to sage and thyme—have been planted. Through this initiative, we have pioneered a model that we believe will contribute to our country's environmental ecosystem. The implementation of the project is closely monitored.

- **Our civil defense plan prepared within the scope of disaster preparedness has been approved by AFAD.**

- The certification audits for the **ISO 14001:2015 Environmental Management System** and the **ISO 45001 Occupational Health and Safety Management System** were successfully completed, ensuring the continued validity of our certifications.

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Facilities Technical Management & EHS

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