



# 2025

ANNUAL REPORT



**STRONG EXPERIENCE**  
**INNOVATIVE TECHNOLOGY**

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**CONVENIENCE TRANSLATION INTO ENGLISH OF INDEPENDENT AUDITOR'S REPORT ON THE BOARD OF DIRECTORS' ANNUAL REPORT ORIGINALLY ISSUED IN TURKISH**

**To the General Assembly of Fonet Bilgi Teknolojileri Anonim Şirketi**

**1. Opinion**

We have audited the annual report of Fonet Bilgi Teknolojileri Anonim Şirketi (the "Company") for the accounting period of 01 January – 31 December 2025 period.

In our opinion, the financial information and the analysis made by the Board of Directors by using the information included in the audited financial statements regarding the Company's position in the Board of Directors' Annual report are consistent and presented fairly, in all material respects, with the audited full set financial statements and with the information obtained in the course of independent audit.

**2. Basis for Opinion**

Our independent audit was conducted in accordance with the Independent Standards on auditing that are part of Turkish Standards on Auditing (the "TSA") issued by the Public Oversight Accounting and Auditing Standards Authority ("POA"). Our responsibilities under those standards are further described in the Auditor's Responsibilities in the Audit of the Board of Directors' Annual Report section of our report. We hereby declare that we are independent of the Company in accordance with the Ethical Rules for Independent Auditors (the "Ethical Rules") and the ethical requirements regarding independent audit in regulations issued by POA that are relevant to our audit of the financial statements. We have also fulfilled our other ethical responsibilities in accordance with the Ethical Rules and regulations. We believe that the audit evidence we have obtained during the independent audit provides a sufficient and appropriate basis for our opinion.

**3. Our Audit Opinion on the Full Set Financial Statements**

We expressed an unqualified opinion in the auditor's report dated 24 February 2026 on the full set financial statements for the 1 January – 31 December 2025 period.

#### 4. Board of Director's Responsibility for the Annual Report

Company management's responsibilities related to the annual report according to the Articles 514 and 516 of Turkish Commercial Code ("TCC") No. 6102 and Capital Markets Board's ("CMB") Communique Serial II, No: 14.1, "Principles of Financial Reporting in Capital Markets" (the "Communique") are as follows:

- a) To prepare the annual report within the first three months following the balance sheet date and present it to the general assembly;
- b) To prepare the annual report to reflect the Company's operations in that year and the financial position in a true, complete, straightforward, fair and proper manner in all respects. In this report financial position is assessed in accordance with the financial statements. Also, in the report, developments and possible risks which the Company may encounter are clearly indicated. The assessments of the Board of Directors in regard to these matters are also included in the report.
- c) To include the matters below in the annual report:
  - Events of particular importance that occurred in the Company after the operating year,
  - The Company's research and development activities,
  - Financial benefits such as salaries, bonuses, premiums and allowances, travel, accommodation and representation expenses, benefits in cash and in kind, insurance and similar guarantees paid to members of the Board of Directors and senior management.

When preparing the annual report, the Board of Directors considers secondary legislation arrangements enacted by the ministry of Customs and Trade and other relevant institutions.

#### 5. Independent Auditor's Responsibility in the Audit of the Annual Report

Our aim is to express an opinion and issue a report comprising our opinion within the framework of TCC and Communique provisions regarding whether or not the financial information and the analysis made by the Board of Directors by using the information included in the audited financial statements in the annual report are consistent and presented fairly with the audited financial statements of the Company and with the information we obtained in the course of independent audit.

Our audit was conducted in accordance with the TSAs. These standards require that ethical requirements are complied with and that the independent audit is planned and performed in a way to obtain reasonable assurance of whether or not the financial information and the analysis made by the Board of Directors by using the information included in the audited financial statements in the annual report are consistent and presented fairly with the audited financial statements and with the information obtained in the course of audit.

Eren Bağımsız Denetim A.Ş.  
Member Firm of GRANT THORNTON International



Nazım Hikmet  
Partner

Istanbul, 24 February 2026



Dear shareholders, valued business partners, and distinguished colleagues,

The year 2025 represented a period in which not only the pace of technological progress, but also its influence on organizations' decision-making processes, investment priorities, and long-term strategic orientations became more visible. Digitalization has moved beyond being merely a means of improving operational efficiency and has become a core driver of sustainable growth, organizational resilience, and competitiveness. Throughout this process, we have clearly observed that organizations able to accurately interpret change and manage their technology investments with a strategic mindset have secured a stronger position.

As Fonet Information Technologies, by closely monitoring the multidimensional transformation taking place across the fields in which we operate, we approached our solution strategy and priorities from a holistic perspective. In a year when the integration of digital systems, particularly in health technologies, together with data security, interoperability, and scalability gained critical importance, we maintained our stable and trustworthy stance through our sectoral experience and accumulated institutional knowledge. While preserving our strong position in the domestic market, we took strategic steps in line with our objective of achieving permanent and sustainable growth in international markets.

In 2025, as artificial intelligence, data-driven decision support systems, automation, and digital workflows reached a more mature level of adoption across various sectors, we continue our integration and development efforts to incorporate these technologies into our solutions in a controlled and well-planned manner. We approached technological developments not merely as trends, but as elements that respond to our customers' real needs, deliver measurable benefits, and generate long-term value. At the same time, with full awareness of the new areas of responsibility arising from this transformation, we positioned data security, ethical use, and sustainability principles among our top priorities.

The increasing permanence of new business models in professional life, together with the growing need for specialized expertise, has further reinforced the strategic importance of human capital. In this direction, while preserving our strong corporate culture, we continued our efforts to enhance the competencies of our teams and to strengthen our organizational structure in alignment with future needs. We have consistently regarded human capital not merely as an operational resource, but as the fundamental cornerstone of our company's long-term success.

As we approach our 29th year in the business world, we are pleased to observe that the experience we have accumulated to date and our institutional memory have provided us with significant foresight and resilience in the face of changing conditions. In the coming period, we will continue with determination to closely monitor the new needs shaped by digital transformation, to further develop our service approach and solution portfolio accordingly, and to enhance the value we deliver to our stakeholders.

I would like to extend my sincere thanks to all our colleagues, business partners, and stakeholders who have contributed to this process, and I firmly believe that we will continue to move forward together in the coming years with the same sense of responsibility and determination.

Yours sincerely,

Abdülkerim Gazen  
Chairman of the Board



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**Fonet Bilgi Teknolojileri A.Ş.** is an information technologies company established in 1997 to operate in the field of health informatics.

In addition to its advanced hospital automation solutions in the field of health informatics, the Company holds a leading position in the sector through turnkey projects such as digital health transformation solutions, social security solutions, and public-private partnership project solutions, as well as system integration and consultancy services.

With hundreds of completed projects, FONET has built its leadership position in the sector on a solid foundation. This achievement is underpinned by its ability to serve healthcare institutions of all segments and scales, delivering tailored and effective solutions across the healthcare ecosystem.

The product groups designed and developed by Fonet Information Technologies are currently in active use across more than 250 healthcare facilities in 8 countries.

<b>Trade Name</b>	Fonet Bilgi Teknolojileri Anonim Şirketi
<b>Date of Incorporation</b>	January 10th, 2001
<b>Field of Activity</b>	Software/IT
<b>Paid-in Capital</b>	936.000.000 TL
<b>Address</b>	Kızılırmak Mahallesi 1445. Sokak No: 2B/1 The Paragon Tower Çankaya / ANKARA
<b>Telephone</b>	+90 312 438 59 19
<b>Fax</b>	+90 312 440 36 52
<b>Trade Registry Number</b>	350735
<b>E-mail address</b>	fonet@fonetbt.com
<b>Website</b>	www.fonetbt.com

## OUR PRINCIPLES

### OUR MISSION

We aim to develop advanced technologies in order to grow and foster growth, thereby contributing to the Turkish economy and strengthening our country's position in the global market.

### OUR VISION

Our vision is to be a leading company in the sector by driving development and transformation through advanced technologies in the IT industry, continuously increasing the value created for our customers, and delivering high-quality services through our technological expertise, competent workforce, and entrepreneurial, customer-oriented approach, while also aiming to shape the field of health informatics at the international level.

## OUR OFFICES

### ANKARA GENERAL DIRECTORATE

The Paragon Tower  
1445th Street, No: 2B/1  
Kızılırmak District  
Çankaya, Ankara / Turkey

### HACETTEPE TECHNOPOLIS

Hacettepe Technopark  
6th R&D Building, Block E,  
Floor 5, No: 29 1596th Avenue,  
Universiteler District  
Çankaya, Ankara / Turkey

### İSTANBUL BRANCH OFFICE

Emlak Kredi Blocks  
No: 33/4,  
Büyükdere Avenue  
Levent, İstanbul / Turkey

### ŞANLIURFA BRANCH OFFICE

İpekyol Avenue  
No: 12/1  
Sanliurfa / Turkey

### EUROPE OFFICE IN STOCKHOLM

Klarabergviadukten 70 D4,  
111 64  
Stockholm / Sweden

### AZERBAIJAN OFFICE

Z. Ahmedbayov Avenue,  
No: 2/46 Yasamal District  
Baku / Azerbaijan

## OUR SUBSIDIARIES



### PiData Information Technologies Inc.

was established in 2018 to develop sectoral ERP solutions.

#### PiData's Areas of Activity:

- Carrying out R&D studies,
- Research and development of value-added products seen as a need in the market,
- Development of products other than HIS (Expert system, hardware components, etc.) that can create added value in health informatics,
- Development of IT solutions for the private sector,
- Developing e-Government projects.

### R&D PROJECTS

- Professional / Experienced R&D team
- Process and product-oriented Project Management
- Local/International Project Experience

### SOFTWARE PROJECTS

- End-to-End 100% National ERP Project
- Sector Independent Software Projects
- Local/International Project Experience

### PAAS/SAAS SERVICES

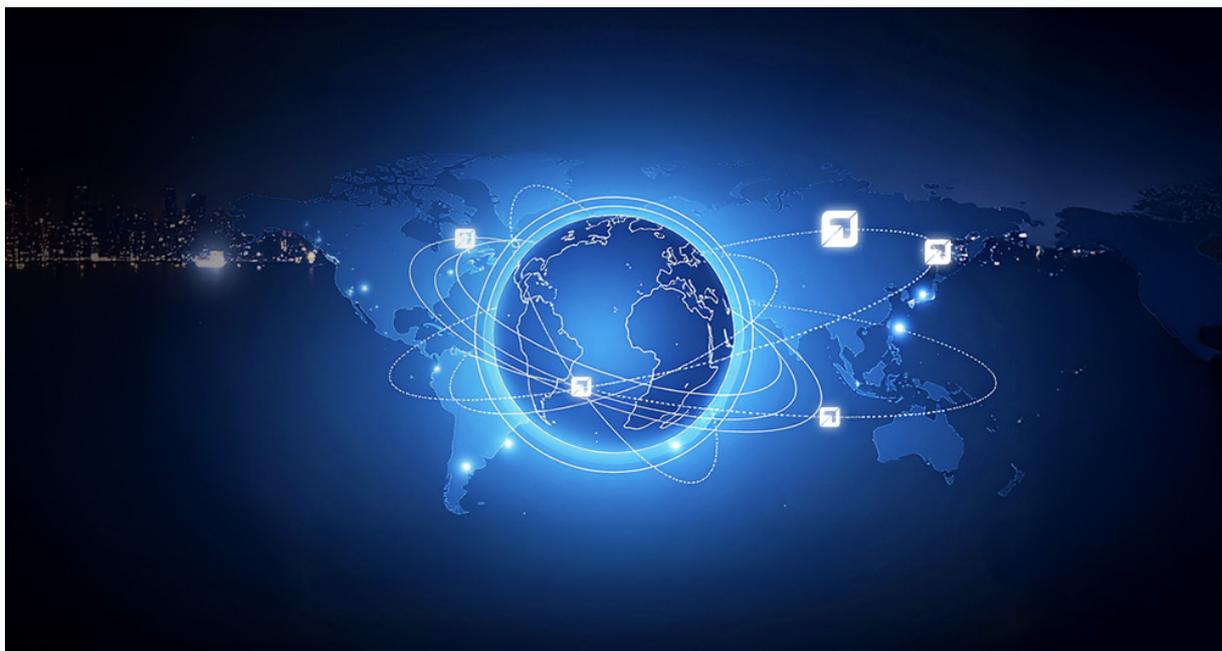
- Cloud Solutions
- Cloud Based Software Services
- Cloud Based Mobile Services

- 1997** Foundation, Software Development in DOS Environment
- 1998** Regional Expansion in DOS Payroll Accounting Programs
- 1999** First State Hospital HIS Implementation
- 2000** Software Development in Windows Environment
- 2003** The First HIS Developed in Turkey with .Net and Oracle DB
- 2004** Use of Kiosk, Card and Biometric Systems in Health Informatics
- 2005** Vaccine Tracking and SMS Notification Project
- 2006** First e-Hospital Portal
- 2007** First n-Tier Smart Client HIS Project
- 2007** Fonet AGENT Project
- 2008** H2H (Hospital to Hospital) Project
- 2009** Fonet PACS Software
- 2009** Mobility in Health Informatics
- 2010** HIS with Multi-Language Support
- 2011** First International HIS Project
- 2011** IT 500 Sector Leader
- 2012** Mobile Home Healthcare Project
- 2013** Province Based HIS Projects
- 2014** TUBITAK Patient-Centered e-Health R&D Project
- 2015** TSE-SPICE Organizational Maturity Certificate
- 2015** Platform Independent Web Based Java HIS Project
- 2016** First HIS Compatible with Pardus Operating System
- 2017** Listed on Istanbul Stock Exchange, Public Offering
- 2017** Centralized Web HIS
- 2018** PPP City Hospitals HIS Projects
- 2019** STAGE 6 in 32 Hospitals within HIMSS
- 2019** Europe Office: Stockholm
- 2020** International HIS project with JCI (Joint Commission International) Accreditation
- 2021** End-to-End Platform Independent Solutions Fully Compatible with Open Source Systems and Applications
- 2022** Artificial Intelligence Supported Systems
- 2023** HIMSS Level 7 Digital Hospital Accreditation
- 2024** Azerbaijan Branch Opening
- 2025** Implementation of Our National Digital Transformation Platform Projects

- 01 Turkey
- 02 Azerbaijan
- 03 TRNC
- 04 Moldova
- 05 Somalia
- 06 Niger
- 07 Qatar
- 08 Albania



Fonet Information Technologies is positioned as an organization that creates value on an international scale through its operations in eight different countries. In line with its commitment to the core principles of health informatics, the solutions it develops extend beyond geographical borders and generate a sustainable impact globally. As an active stakeholder in technological transformation, Fonet establishes strategic partnerships that strengthen cooperation across different cultures, and continues its activities in the international market with a focus on trust, stability, and a long-term perspective. In every geography where it operates, Fonet aims to deliver innovative and value-added solutions that integrate the transformative power of information technologies into healthcare services and directly contribute to improving human life.





The year 2025 stands out as a period in which health informatics has evolved from being merely a field that delivers digital solutions to becoming a decisive layer in the planning, management, and sustainability of healthcare systems. Rising service demand, an aging population, and the need for more efficient use of resources have brought health informatics solutions to the center of health policies and institutional strategies.

One of the key trends in the global health informatics ecosystem during this period is the shift of software solutions from a “product”-oriented approach to a “platform” model. Integrated data repositories, modular architectures, and systems based on open standards enable different healthcare applications to work together within a single digital ecosystem. This approach provides healthcare organizations with both operational flexibility and long-term scalability.

FONET closely monitors this structural transformation in health informatics and shapes its product and solution development approach toward creating integrated and sustainable systems. This approach ensures that health information systems, management tools, and decision support components are aligned, while delivering solutions that are compatible with existing infrastructures, capable of evolving over time, and adaptable to a variety of needs. The systems developed in this context are positioned within a framework that supports the long-term digital transformation goals of healthcare organizations.

In 2025, artificial intelligence technologies have become an integral part of healthcare informatics, supporting operational decision-making across business processes. Intelligent algorithms that operate independently of user interaction have come to the forefront in many areas, from clinical decision support to administrative process optimization. In particular, process automation, risk prediction, capacity planning, and early warning mechanisms have emerged as key elements that enhance the operational efficiency of healthcare organizations.

Another key dimension of health informatics in 2025 is that digital systems are creating a holistic interaction environment that encompasses not only operational processes but all stakeholders in healthcare delivery. In addition to the digitalization of internal institutional processes, the consistency and continuity of information flow between patients, physicians, and management are among the key factors determining system success. Within this framework, health informatics is positioned not merely as a technical infrastructure but as a strategic tool that transforms the organizational structure of healthcare services.



As health informatics became more widely adopted, data security, privacy, and regulatory compliance became critical priorities in 2025. The sensitive nature of healthcare data, the need for secure system architectures, auditable processes, and adherence to national and international regulations are fundamental factors that directly affect the reliability of informatics solutions. FONET adopts these criteria as core design principles in all its solutions, building systems on a secure, sustainable, and auditable foundation, thereby positioning itself as a trusted partner both domestically and in international markets.

From a global perspective, health informatics investments in 2025 are seen to offer long-term and sustainable growth potential. Public-private partnerships, regional digital health projects, and scalable software solutions are among the priority areas for both investors and public authorities. FONET continues to be an active participant in the global health informatics ecosystem through its collaborations, organizational involvement, and projects in national and international markets. The company pursues initiatives aimed at entering new markets, establishing strategic partnerships, and transferring its knowledge and expertise across different regions.

In the future, health informatics will increasingly serve as a cornerstone of more integrated, predictable, and patient-centered healthcare systems. FONET continues to contribute to the development of health informatics solutions through its sectoral experience and technology-focused approach. The company remains committed to developing solutions that adapt to evolving needs while positioning itself as a trusted partner in the industry.



The year 2025 represents a period in which the definition of success in the healthcare sector has been reshaped. Healthcare services are now evaluated not only in terms of accessibility and capacity, but also based on the impact they create, the quality of outcomes, and the overall burden on the system. This approach has fundamentally transformed how healthcare institutions understand performance, making governance no longer merely a strategic concept, but an integral part of daily operations.

Within this new framework, the key concern for healthcare institutions is to ensure the sustainability of their operations while monitoring how these activities align with organizational objectives. Metrics such as clinical outcomes, workforce utilization, cost structures, and service quality are considered not as isolated indicators, but as an integrated whole that defines overall institutional performance. In this way, healthcare is transformed from being merely a service delivered into a continuously assessed and improved area of management.

As of 2025, one of the prominent managerial trends in the healthcare sector is the shift toward more systematic and evidence based decision-making processes. Management that relies on intuition or experience is being replaced by measurable outcomes and comparable performance indicators. This evolution is also transforming the role of healthcare managers, turning them into operational leaders while at the same time holding responsibility for monitoring and enhancing the institution's overall capacity.

FONET takes this managerial transformation into account by positioning its health informatics solutions as tools that support institutional performance monitoring and strengthen governance structures. The systems developed make various dimensions of healthcare more visible, enabling institutions to assess their operations more clearly and identify areas for improvement in a concrete manner.

From a 2025 perspective, the primary function of technology in the healthcare sector is no longer merely to accelerate processes; it is to reveal how institutions operate, where they generate value, and which areas require transformation. In line with this understanding, FONET adopts an approach that makes institutional performance measurable and supports governance capacity, aiming to create long-term and quantifiable value in the sector.



In the field of health technologies, 2025 represents a turning point, moving beyond mere digitalization and qualitatively redefining the role of artificial intelligence within healthcare systems. While in previous years health informatics was largely shaped by automation, data collection, and decision support systems, by 2025 this approach has begun to give way to more autonomous, proactive, and intelligent structures. At the heart of this new era are two key concepts: Agentic AI and healthcare digital twins.

The Agentic AI approach refers to the evolution of artificial intelligence systems from passive tools that merely respond to user inputs into digital actors capable of making autonomous decisions and managing multi-step processes end to end. By 2025, this approach began to be addressed at an operational scale, particularly in healthcare, with AI systems positioned not only as analytical instruments but also as active components that govern workflows and shape processes. This development establishes a new paradigm in health informatics, elevating AI from a supportive role to an integral element of the system itself.

This paradigm gains even greater significance when combined with the healthcare digital twin approach. A healthcare digital twin represents a digital model of an individual, created using clinical data, biometric measurements, lifestyle information, and past medical records. By 2025, this approach has moved beyond being a purely academic concept and begun to be considered as a practical model applicable within real healthcare systems. Digital twins enable continuous monitoring of an individual's health status while also supporting the simulation of different scenarios, the preemptive modeling of potential risks, and the development of personalized healthcare strategies.

The combined use of Agentic AI and the digital twin approach paves the way for the emergence of capabilities in healthcare technologies that were previously unattainable. Within this framework, artificial intelligence does more than analyze past data: it becomes a decision partner that generates future scenarios based on the digital twin, evaluates alternative treatment options, and recommends the most appropriate actions. In this way, healthcare technologies evolve from a reactive model toward a predictive and proactive approach to health management.

One of the most critical aspects of this transformation is that healthcare services can be tailored directly to individual needs. Digital twins enable the generation of distinct health scenarios for each person, while Agentic AI dynamically selects among these scenarios, continuously optimizing the process. This approach allows personalized and adaptable systems to take precedence over standardized models in healthcare delivery.

Overall, 2025 marks a year in healthcare technologies that brings not just new tools, but a new way of thinking. Agentic AI and healthcare digital twins transform health informatics into a system that digitizes, thinks, anticipates, and makes decisions. In this new era, technology becomes a strategic actor that redefines both how healthcare services are delivered and how they are fundamentally designed.



At Fonet Information Technologies, our employees are our greatest asset. Through our unwavering commitment to training, improvement and organizational development, we create a culture that delivers excellence internally and externally, enabling us to provide the best possible service to our customers and make a lasting impact on the industry.

We believe that our employees are the foundation of our success. Our corporate culture is built on the pillars of continuous growth, collaboration and innovation. We recognize that investing in our team not only enhances their individual skills, but also improves the overall success of the company, ultimately benefiting our customers.

Recognizing that being one step ahead in today's fast-paced, ever-evolving technological environment means fostering a culture of continuous learning, that is why we attach great importance to training and development. We encourage our employees to reach their full potential by providing opportunities for continuous skill development and professional growth. Through formal training programs, seminars or mentoring, we support our team members to gain new knowledge, develop their expertise and stay abreast of the latest industry trends.

By fostering an environment that prioritizes learning and progress, we ensure that our team is always equipped to deliver innovative, high-quality solutions to our customers. This cycle of continuous self-improvement and organizational development ensures that Fonet remains agile, adaptable and ready to meet the challenges of the constantly shifting technology and healthcare sectors.

Furthermore, we structure our human resources policies in alignment with the Company's long-term strategic objectives and adopt a holistic approach to talent management and career planning processes. We believe that attracting the right talent and systematically developing existing competencies are among the key drivers of our competitive strength. In this regard, we aim to build a strong and capable human capital structure that will support our sustainable growth.



As Fonet Information Technologies, we continue to position our R&D activities as a strategic growth area by integrating our long-standing expertise in health informatics with advanced technology approaches as of 2025. The strong references we have built in the healthcare sector through the Hospital Information Systems, Laboratory Information Systems, and Radiology and Imaging solutions we have developed since our establishment constitute the core foundation of our R&D vision.

The increasing demand for digitalization in the healthcare sector necessitates the enhancement of existing systems as well as the development of integrated solutions supported by next-generation technologies. Within this framework, Fonet adopts a multidimensional R&D approach that extends beyond product development to include data management, process optimization, and decision support mechanisms. Our objective is to establish sustainable and scalable digital infrastructures that improve the operational efficiency of healthcare institutions.

As of 2025, the core focus of our R&D agenda includes AI-powered decision support systems, big data analytics, cloud-based architectures, and integration-oriented platform approaches. In particular, intelligent algorithms that enhance predictability in clinical and administrative processes generate added value in areas such as capacity planning, resource management, and the measurement of service quality. These technologies enable Fonet's solutions to evolve beyond purely operational tools into strategic systems that support managerial decision-making.

Within the scope of our R&D activities, modular and flexible software architectures are developed in line with user-centered design principles. These efforts, carried out in accordance with agile development methodologies, aim to deliver solutions that can be adapted to the needs of healthcare institutions of different scales, are continuously extensible, and remain open to integration. As a result, Fonet's products gain a structure that enables rapid adaptation to evolving regulatory frameworks, emerging business models, and sector-wide transformations.

At the same time, data security, information privacy, and regulatory compliance remain among the core priorities of our R&D processes. Given the sensitive nature of healthcare data, all systems we develop are based on the principles of secure architecture, auditability, and sustainability. This approach supports Fonet's positioning as a reliable technology provider in both national and international projects.

In 2025 and beyond, Fonet Information Technologies shapes its R&D investments with a perspective focused not only on today's needs but also on the healthcare systems of the future. Aiming to play an active role in the transformation of the digital health ecosystem, Fonet remains firmly committed to creating added value in the field of health informatics and contributing to sectoral development through solutions supported by innovative technologies.



## OUR VALUES

At Fonet Information Technologies, our values form the foundation of our work, guiding our actions, decisions and interactions.

Integrity, innovation and collaboration are at the core of our identity and drive us to deliver attentive solutions and services to our customers. Based on these fundamental principles, our profile is strengthened by the dedicated contribution of each and every employee, expanding the boundaries of our innovative solutions. We aim to create a transformative impact in the Health Informatics and Information Technologies sectors and deliver superior results to all our stakeholders by strictly adhering to our values and glorifying our principles at every step.

By approaching our work sincerely, we aim to meet the needs of our customers and partners in the best possible way. While maintaining our pioneering role in the sector by constantly pushing our boundaries and exceeding current standards, we will continue to move our services forward in the spirit of innovation and cooperation.

## HUMAN RESOURCES

In the broadest terms, Human Resources is defined as the department that organizes the processes between the employer and the employee and ensures that employees in enterprises establish their working environment, business and social communication with their colleagues in the appropriate way.

Ensuring that the human capital required for businesses is provided in the most appropriate way, planning trainings to improve the development and performance of existing human capital, communicating employee needs, suggestions and complaints to senior management through suitable policies, and communicating all policies, procedures and instructions put into effect by executive management to all employees are among the main duties and responsibilities.



Human resources are responsible for conducting job analysis and creating job descriptions that are appropriate for the position. In this context, human resources, which determines the position and hierarchical order of company employees in the organization, stands out as the most adoptive and implementing structure of the right person for the right job policy.

What is essential for businesses is people-structure-purpose. Human capital with the right structure, which can fulfill the objectives of the business, is provided by the human resources department and thus provides a great added value to businesses.

“Human Resources” is the most important unit that emphasizes “human” in all company structures and is a crucial unit for companies.

The fact that, unlike other company departments, its name starts with “Human” can be presented as a proof of this view.

Fonet Bilgi Teknolojileri A.Ş. is a leading company working in the most important subject of human life, health. It has a strong team that realizes that it impacts people’s lives with the software they develop. Fonet is on its way to becoming a big family that has social consciousness, loves its job, keeps team spirit ahead of individual achievements, and achieves new successes every day with a constantly developing team.

FONET, adopting the principle of working with a dynamic team that can be an example with its character, determination and diligence, has a knowledgeable, professionally advanced and experienced Human Resources with the above-mentioned characteristics.

As of December 31, 2025, the number of our personnel is 527 and their distribution is as follows:



FONET, which adopts respect for people as a company principle, has adopted the aim of acting without discriminating religion, language, race and sect among its employees with the “Human Resources Policy” created as a result of this value..

Thanks to the principle of equality, Fonet creates a fair and correct structure among employees in the fields of wages, legal rights, job security and training, ensuring equal pay for equal work, taking the necessary measures to protect the fundamental constitutional rights of employees, providing a safe working environment and conditions, and emphasizing personnel training and programs.

Our Human Capital, working with the awareness and responsibility of being part of a structure that provides 24/7 uninterrupted service where human health is considered, always works with the understanding of producing better quality and more rapid work, taking into account the dynamics specific to the sector, and manages to capture team spirit with a principled, fair, development and success-rewarding management approach.

### **Code of Ethics and Social Responsibility**

The Code of Ethics, which regulates the Company’s relations with its suppliers, customers, internal and other beneficiaries and defines the rules to be followed in these relations, has been established and disclosed on the corporate website.

### **Our Social Responsibilities**

Social responsibility is the obligation of the public, private sector and civil organizations to protect and improve their environment by gathering around a purpose without any intention to make a profit. There is only one goal in social responsibility, and that is social benefit. By acting sensitively and ethically towards cultural, social, economic and environmental problems and needs, it helps to achieve the goal.



## **FONET ACADEMY**

Fonet Academy ensures that the communication and technical skills of our in-house employees are improved and the training requests from the organizations that we are solution partners are met, and training plans are prepared and implemented.

Fonet Academy, which aims to enable Fonet employees to use their existing skills at the maximum level, to improve their technical knowledge and communication skills through theoretical courses, and to increase their qualifications and service quality by organizing trainings on current legislation and technologies with internal and external resources, increased its activities in 2024.

In hospitals where we are a solution partner, training requests from other administrative and technical personnel, especially doctors, nurses and medical secretaries working in the hospitals where services are provided, are also met by Fonet Academy. In the trainings implemented in this context, plans are made according to content and user roles. The number of participants is divided into small classes according to their specialization, theoretical and practical trainings are provided on the basis of user groups. In the hands-on laboratories, theoretical trainings are reinforced by planning practical sessions where the personnel can practice at any time they want and receive one-to-one support where they get stuck.



**Our objectives as Fonet Academy;**

- ▶ Raising the leaders of the future,
- ▶ Ensuring that our employees can represent both themselves and our company effectively,
- ▶ Building team spirit by supporting teamwork,
- ▶ Developing our employees' sense of responsibility and belonging.
- ▶ Acting with the principle of "continuous improvement".



## QUALITY MANAGEMENT SYSTEMS

Quality is suitability to customer requirements. Customer requirements not only cover the quality of the product, but also the service we provide while presenting the product.

Quality management system is necessary to manage and control an organization in a systematic and transparent manner in terms of quality. With this system to be built and continuously implemented, it is aimed to meet expectations and ensure continuous improvement. It is not sufficient to fulfill the technical specifications of the product alone. At the same time, it must also meet the customer's requirements.

### ISO IEC 15504 Organizational Maturity Certificate (Level 3)

By obtaining the ISO IEC 15504 certificate, Fonet ensures that a common main principle is established for different software process evaluation models and methods, and the results of the evaluations are reported in a common context.



The Organizational Maturity Certificate provides great convenience for Fonet as it helps to evaluate software processes and helps those working in the software to understand and use the processes more easily.

### TSE Information Security Management System Certificate (ISMS)

The TS EN ISO/IEC 27001 certification promotes the effective management of sensitive corporate information by emphasizing the importance of vulnerabilities to effectively manage risks to our company's information security and provide protection against potential threats.



With this certificate, we support the identification and management of risks to our company's information assets and ensure business sustainability. At the same time, in order to prevent unauthorized or unauthorized access, use, modification, disclosure, elimination, damage and exchange of information, necessary security analyzes are performed and measures are taken to protect against unwanted threats and dangers.

### PACS CE Production Quality Assurance Certificate

The CE Mark (certificate) is a mark indicating that the products, if used in accordance with their purpose, will not harm human life and property safety, plant and animal existence as well as the environment, in other words, that the product is a safe product. Therefore, Fonet PACS, which has CE Production Quality Assurance Certificate, proves to the necessary authorities that the product manufactured is a safe product.



With this certificate, the free circulation and marketing of the product is ensured also in EU countries and the conformity of the product with the EU Technical legislation is proved.

### **ISO-EN-9001 Quality Management System Certificate**

The implementation of the Quality Management System, which covers all stages from the design stage to post-sales service and aims for continuous improvement, is crucial for Fonet.



ISO 9001 certification provides the assurance that the Company's products and services are produced in accordance with internationally recognized standards and therefore that the quality is maintained for the products and services we produce. With this certificate, we can state that our company has an effective quality management system.

ISO 9001 certification ensures customer satisfaction as well as sustainability and efficiency, establishes the infrastructure to standardize the company's activities and ensures that historical records are kept in an orderly manner. Errors and defects are reduced and eliminated, to minimize the possibility of their occurrence in the future.

With the establishment of an effective quality management system, it is aimed to produce products and services that will meet the needs of the customer and the works are carried out successfully in line with this goal.

### **TSE Service Qualification Certificate (SQC)**

Our company has a certificate confirming that the adequacy of the services provided by businesses, institutions or organizations in the service sectors complies with the relevant Turkish Standard or specified criteria. The scope of services provided;

- ▶ TSE 12498 - Authorized services for computers and peripheral units-Rules,
- ▶ TSE 13149 - Work places - Software providers - General rules.





**HEALTH  
INFORMATICS SOLUTIONS**

**DIGITAL HEALTH  
TRANSFORMATION SOLUTIONS**

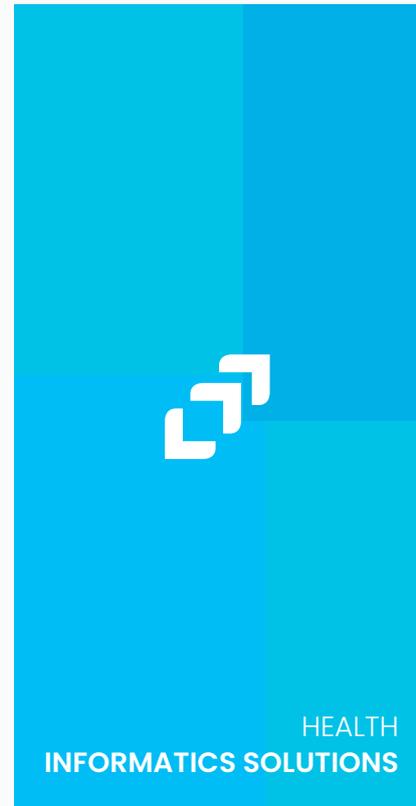
**SOCIAL  
SECURITY SOLUTIONS**

**PUBLIC-PRIVATE PARTNERSHIP  
PROJECT SOLUTIONS**

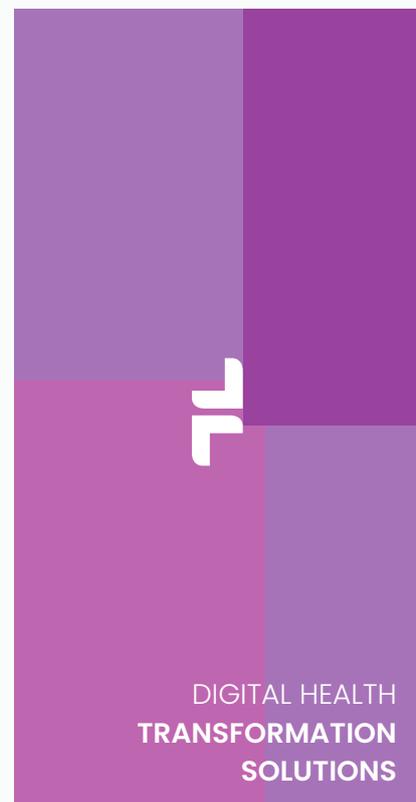


## OUR PRODUCTS & SOLUTIONS

-  HOSPITAL INFORMATION SYSTEM (HIS, EMR)
-  LABORATORY INFORMATION SYSTEM (LIS)
-  RADIOLOGY INFORMATION SYSTEM (RIS)
-  PICTURE ARCHIVING AND COMMUNICATION SYS. (PACS)
-  INTENSIVE CARE INFORMATION MAN. SYS. (LIFELINE)
-  BLOOD BANK INFORMATION SYSTEM
-  MOBILE CLINICAL ASSISTANT (MCA)
-  HOSPITAL-TO-HOSPITAL INTEGRATION (H2H)
-  RADIOLOGICAL AI DECISION SUPPORT SYSTEM (RAI)
-  OPERATIONAL BUSINESS INTELLIGENCE (OPIZ)
-  SMART DESIGN AND MODELLING TOOL (BUILDER)
-  SYSTEM MANAGEMENT ASSISTANT (AGENT)



-  DIGITAL HEALTH TRANSFORMATION SOLUTIONS
-  ASSET MANAGEMENT SYSTEM
-  MEDICINE MANAGEMENT PLATFORM
-  E-PRESCRIPTION & E-PHARMACY
-  DOCTOR APPOINTMENT SYSTEM
-  PERSONAL HEALTH RECORD SYSTEM
-  PUBLIC HEALTH MANAGEMENT SYSTEM
-  EMERGENCY HEALTH MANAGEMENT SYSTEM
-  ORGAN AND TISSUE INFORMATION SYSTEM
-  NATIONAL LABORATORY MANAGEMENT SYSTEM
-  ASSISTED REPRODUCTION INFORMATION SYSTEM
-  E-REFERRAL

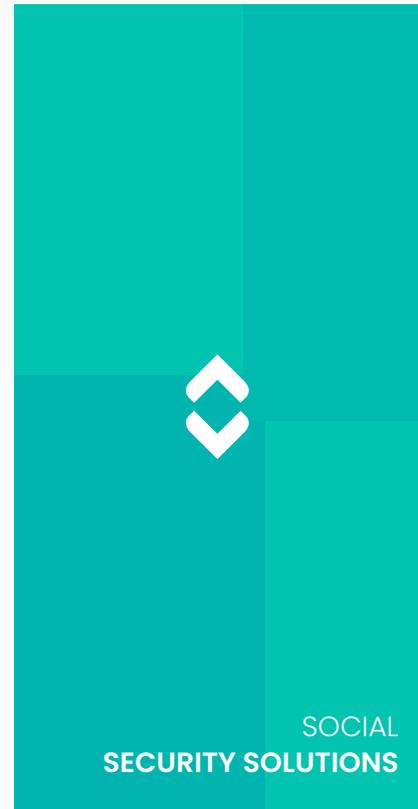




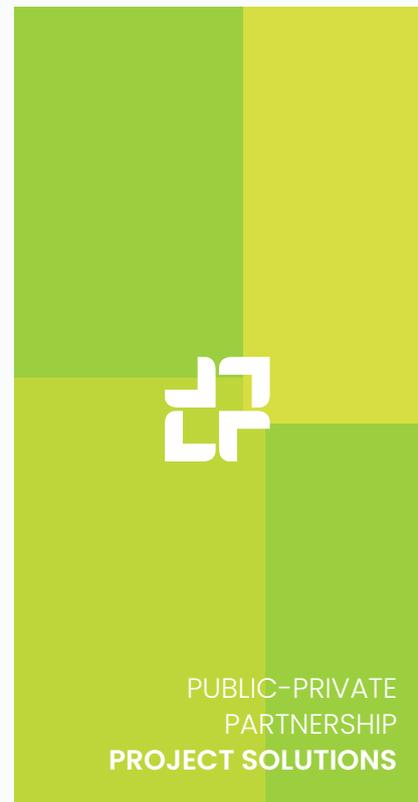
## OUR PRODUCTS & SOLUTIONS

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- ◆ END-TO-END SOCIAL SECURITY SOLUTIONS
- ◆ PROCESS MANAGEMENT SYSTEM
- ◆ CONTRACT MANAGEMENT SYSTEM
- ◆ INSPECTION INFORMATION SYSTEM
- ◆ WORKFORCE MANAGEMENT SYSTEM
- ◆ EMPLOYMENT INFORMATION SYSTEM
- ◆ DENUNCIATION MANAGEMENT SYSTEM



- ◆ IT INFRASTRUCTURE DESIGN FOR THE PPP MODEL
- ◆ HIS PROJECTS FOR CITY HOSPITALS
- ◆ KIOSK AND MOBILE SOLUTIONS





Platform Independent



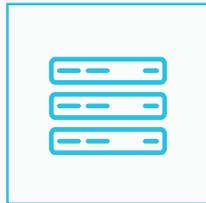
Database Independent



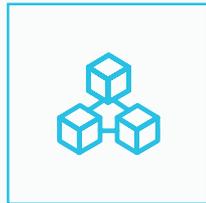
Cloud Architecture



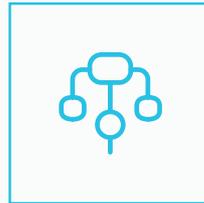
3.Party Systems and Devices



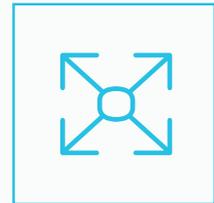
Thin Client Support



Service Oriented Architecture



Modular Structure



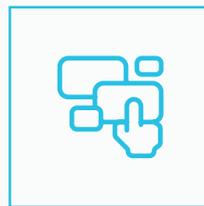
Extensibility



Mobile Support



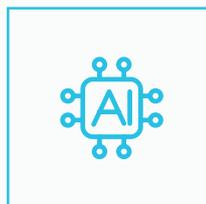
Multilingual Support



User-Friendly Interfaces



Clinical Decision Support



Artificial Intelligence



Operational Business Intelligence

Innovations in healthcare service delivery and technologies have led to advanced software needs. In the rapidly developing healthcare sector, the need for healthcare professionals to access information from different dimensions and quickly to evaluate data to make the most appropriate decision has increased. .

At this point, FONET HIS offers all the medical, financial and administrative needs of the patient's life cycle in the hospital, starting with demographic registration and until discharge, to the service of healthcare professionals and administrators in real time with a high technology, reliable and fast infrastructure. FONET HIS carries out all administrative and financial processes of the hospital such as human resources, accounting, purchasing, inventory and stock tracking, as well as all transactions and workflow processes of departments providing health services such as clinics, laboratories, radiology, operating rooms.

# HEALTH INFORMATION SOLUTIONS



FONET HIS, which is fully developed by our company's software engineers, provides efficiency to the institutions by increasing the speed and efficiency in the processes, eliminating the use of paper and documents, eliminating human-induced errors and sharing the data instantly with the relevant units. With its advanced decision support and business intelligence systems, FONET HIS ensures that all medical, administrative and financial processes of hospitals work efficiently and in coordination within the digital hospital concept.

The digital hospital concept contributes to the achievement of HIMSS EMRAM processes, which are among the prioritized policies of the Ministry of Health, increasing healthcare service quality, efficiency and ensuring that citizens receive a comfortable healthcare service

- With our more than 29 years of know-how and strong technical staff, we continue to develop and enhance ourselves and our products by adapting to new technologies.
- More than 70 systems are fully integrated with each other and operate with the vision of efficiency and process management in all units of our hospitals.
- We manage all medical, administrative and financial processes of hospitals end-to-end with our products.



# HEALTH INFORMATION SOLUTIONS

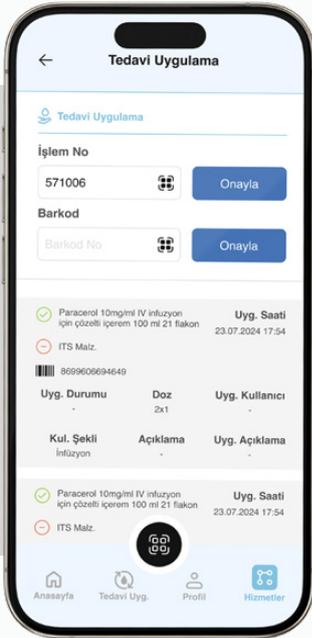
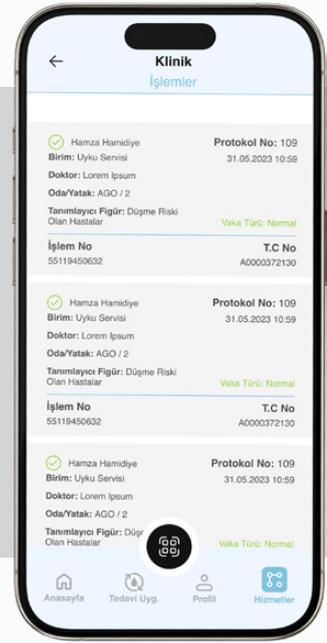
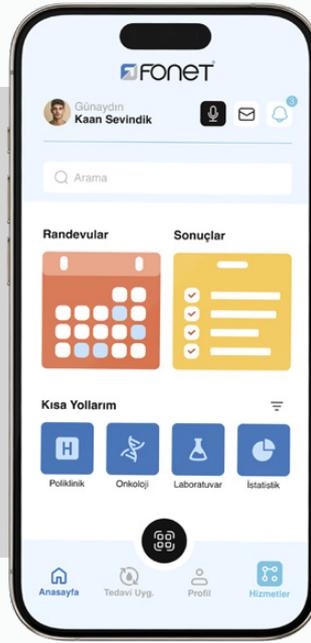
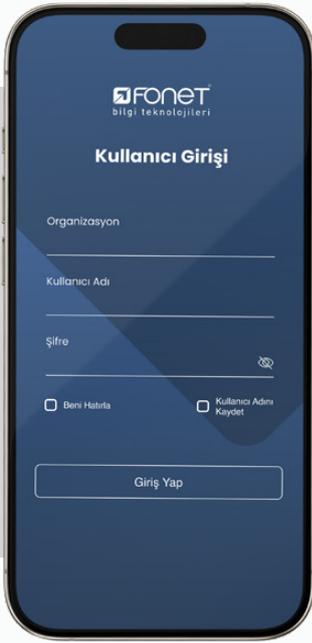
## OUR SOFTWARE WITH IN THE SCOPE OF FONET HIS

- ❑ Consultation Management System
- ❑ Appointment Management System
- ❑ Patient Registration/Admission M. S.
- ❑ Emergency Management System
- ❑ Polyclinic Management System
- ❑ Clinical Management System
- ❑ Nursing Management System
- ❑ Operating Room Information System
- ❑ Pharmacy Information System
- ❑ Ketem (Cancer) Management System
- ❑ Oral and Dental Health Information System
- ❑ Physical Therapy and Rehabilitation M.S.
- ❑ Hemodialysis Management System
- ❑ Pathology Management System
- ❑ Psychology Management System
- ❑ Oncology Management System
- ❑ Device Tracking Management System
- ❑ Medical Device Calibration and Quality Control M.S.
- ❑ Quality Management System
- ❑ Quality Indicator Management System
- ❑ Dietical Management System
- ❑ Blood Center Information System
- ❑ Sterilization Information System
- ❑ Laundry Management System
- ❑ Occupational Health and Safety M.S.
- ❑ LCD / Screen Information and Queue M.S.
- ❑ Mobile Physician Practice Management System
- ❑ Online Video Examination System
- ❑ Medical Board Management System
- ❑ Organ and Tissue Donation M.S.
- ❑ Clinical Engineering Information Sys.
- ❑ Information Man. Statistics and R.S.
- ❑ Medical Research Man. System
- ❑ Pregnancy Education Man. System
- ❑ Diabetes Education Man. System
- ❑ Social Services Management System
- ❑ Home Health Care Services M.S.
- ❑ Integrated Service Man. System
- ❑ Decision Support Man. System
- ❑ Materials Resource and Inventory M.S.
- ❑ Asset and Inventory Management Sys.
- ❑ Financial Information Man. Sys.
- ❑ Procurement Information System
- ❑ Human Resources/Payroll Inf. Sys.
- ❑ Personnel Attendance Control M.S.
- ❑ Document Management System
- ❑ Medical Records Archive Man. System
- ❑ Mobile Patient Management System
- ❑ Kiosk Management System
- ❑ SMS Management System
- ❑ Technical Service Management Sys.
- ❑ Centralized Computer Man. Sys.
- ❑ Process Management System
- ❑ Medical Waste Management System
- ❑ Dynamic Medical/Admin. Module D.S.
- ❑ Subscription and Meter Tracking Sys.

# MOBILE APPLICATION SOLUTIONS

## Fonet HIS

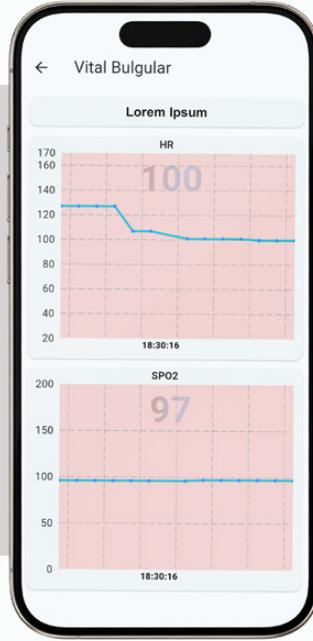
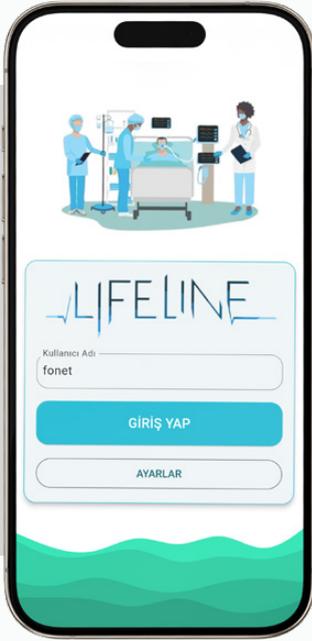
## MOBILE CLINICAL ASSISTANT



# MOBILE APPLICATION SOLUTIONS

## LIFELINE

## INTENSIVE CARE MANAGEMENT SYSTEM



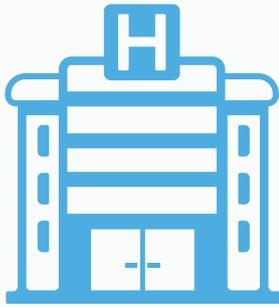
The Hasta Listesi (Patient List) screen shows a search bar with the text "Ara". Below the search bar, there is a patient entry for "2.BASAMAK GENEL YOĞUN ...". The patient's name is "Lorem Ipsum". The screen displays various fields for patient information: İşlem No: Basamak: TC No: Cinsiyet: O/Yatak: Yaş: Doktoru: VKI: Durumu: Tanı: İşlem No: Basamak: 2. BASA...

The Hizmet Order (Service Order) screen displays a list of service orders. Each order includes the name of the service, the code, the status, the date, and the personnel. The services listed are "Kan gazları", "Magnezyum", and "Tam Kan (Hemogram)". The "Protrombin zamanı (Koagülometre)" service is also visible at the bottom.

The Patient Care Settings screen shows a list of care settings for a patient in the "ANESTEZİ VE REANIMASYON 1. SALON A3-BAT" department. The settings include: İz (checked), Düşme Riskli (checked), Temas (unchecked), Sıkı Temas (unchecked), Denetim (unchecked), Damlacık (unchecked), Solunum (unchecked), and Katater (checked). A "Diğer" (Other) option is also available.



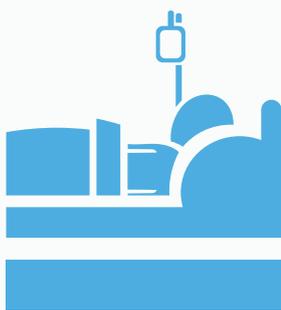
## FONET HIS IN NUMBERS



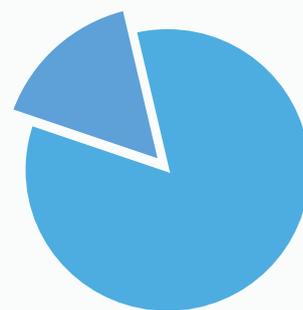
**250+**  
HOSPITALS



**122.000+**  
USERS



**34.000+**  
BEDS



**%20+**  
PUBLIC MARKET  
OUTPATIENTS

# DIGITAL HEALTH TRANSFORMATION SOLUTIONS



An e-Health platform that provides end-to-end management for health authorities, healthcare organisations, healthcare professionals, patients and healthcare processes across the entire country using information technologies.

E-Health platform has a fully web-based, platform and database independent, extensible and scalable infrastructure in microservice architecture

- Health services are optimised to be accessible all around the country in an uninterrupted and fast manner.
- It is ensured that the quality of Health Services provided to citizens is maximised.
- It ensures the management and control of the supply, inventory processes of pharmaceuticals, medical supplies and consumables and contributes to the national economy.
- It ensures that the right decisions are swiftly taken by sharing information between health stakeholders in a fast and secure manner.
- It can be easily integrated with the systems used in other institutions.





## SOCIAL SECURITY SOLUTIONS



- ^ Our Social Security solutions provide services in the field of health and social security for citizens and their beneficiaries.
- ^ By carrying out insurance services through the system, bureaucracy is reduced, which saves time, labour and resources.
- ^ They have been developed to regulate and supervise working life and monitors, analyses and audits the labour market and reports..

## PUBLIC-PRIVATE PARTNERSHIP PROJECT SOLUTIONS



- ┌ We provide end-to-end design of IT infrastructures for City Hospital projects.
- ┌ The Hospital Information Management Systems of hospitals operating under the PPP model in Türkiye are built on software infrastructures developed by our engineers.
- ┌ With a platform and database independent architecture, we increase resource efficiency and develop solutions aligned with cost-benefit considerations.
- ┌ Through solutions such as Kiosk and Mobile, we deliver the highest level of accessibility for patients and physicians.



## OUR REFERENCES

## SOME OF OUR HIS REFERENCES

### ANKARA

SBU GULHANE TRAINING AND  
RESEARCH HOSPITAL

 1.250 Beds

 7.500+ Daily Patients

 4.500+ Users



### ANKARA

ONCOLOGY TRAINING AND  
RESEARCH HOSPITAL

 600 Beds

 5.000+ Daily Patients

 2.000+ Users



### İSTANBUL

KOŞUYOLU HIGH SPECIALIZATION TRAINING  
AND RESEARCH HOSPITAL

 465 Beds

 2.000+ Daily Patients

 1.500+ Users



### HARRAN ÜNİVERSİTESİ

FACULTY OF MEDICINE RESEARCH  
and APPLICATION HOSPITAL

 680 Beds

 2.500+ Daily Patients

 1.400+ Users



### HATAY

PUBLIC HOSPITALS

 14 Hospitals

 2.400 Beds

 32.000+ Daily Patients

 8.500+ Users



### GÜLHANE DİŞ HEKİMLİĞİ

DENTAL HEALTH PRACTICE AND  
RESEARCH CENTER

 135 Dental Units

 1.000+ Daily Patients

 500+ Users





## OUR REFERENCES

## SOME OF OUR HIS REFERENCES

### ŞANLIURFA

PUBLIC HOSPITALS

- 16 Hospitals
- 2.800 Beds
- 45.000+ Daily Patients
- 10.000+ Users



### SAMSUN

PUBLIC HOSPITALS

- 25 Hospitals
- 2.800 Beds
- 35.000+ Daily Patients
- 12.500+ Users



### SİVAS

PUBLIC HOSPITALS

- 9 Hospitals
- 1.250 Beds
- 13.000+ Daily Patients
- 4.000+ Users



### AYDIN

PUBLIC HOSPITALS

- 15 Hospitals
- 2.300 Beds
- 20.000+ Daily Patients
- 10.000+ Users



### KAHRAMANMARAŞ

PUBLIC HOSPITALS

- 13 Hospitals
- 1.840 Beds
- 17.500+ Daily Patients
- 9.000+ Users



### MARDİN

PUBLIC HOSPITALS

- 12 Hospitals
- 1.350 Beds
- 16.000+ Daily Patients
- 7.000+ Users





## OUR REFERENCES

## SOME OF OUR HIS REFERENCES

### ESKİŞEHİR

PUBLIC HOSPITALS



3 Hospitals



900 Beds



5.000+ Daily Patients



3.500+ Users



### DENİZLİ

PUBLIC HOSPITALS



13 Hospitals



1.650 Beds



18.500+ Daily Patients



7.000+ Users



### DİYARBAKIR

PUBLIC HOSPITALS



18 Hospitals and ADMS



2.678 Beds



41.000+ Daily Patients



14.500+ Users



### DÜZCE

PUBLIC HOSPITALS



7 Hospitals



420 Beds



6.000+ Daily Patients



1.500+ Users



### UŞAK

PUBLIC HOSPITALS



4 Hospitals



950 Beds



8.000+ Daily Patients



6.500+ Users



### BATMAN

PUBLIC HOSPITALS



8 Hospitals



1.155 Beds



16.000+ Daily Patients



3.000+ Users





Our references of hospital complexes managed end-to-end with our Hospital Information Management system;

**ANTALYA CITY HOSPITAL**

-  1.400 Beds
-  12.000+ Daily Patients
-  5.000+ Users

**BURSA CITY HOSPITAL**

-  1.355 Beds
-  10.000+ Daily Patients
-  4.000+ Users



**AZERBAIJAN**  
DTX HOSPITAL

-  **300 Beds**
-  **300+ Daily Patients**
-  **290+ Users**



**ALBANIA**  
SPITALI REGIONAL MEMORIAL FIER

-  **150 Beds**
-  **250 Daily Patients**
-  **300 Users**



**MOLDOVA**  
MEDPARK INTERNATIONAL HOSPITAL

-  **110 Beds**
-  **300+ Daily Patients**
-  **500+ Users**



**SOMALIA**  
MOGADISHU TRAINING AND RESEARCH HOSPITAL

-  **300 Beds**
-  **300+ Daily Patients**
-  **290+ Users**



**NIGER**  
NIGER-TURKIYE  
FRIENDSHIP HOSPITAL

-  **44 Beds**
-  **200+ Daily Patients**
-  **80+ Users**



**TURKISH REPUBLIC OF NORTHERN  
CYPRUS**

-  **24 Hospitals**
-  **1.234 Beds**
-  **2.200+ Daily Patients**
-  **1.968+ Users**





### DIGITAL TRANSFORMATION PROJECT IN THE TRNC

In the TRNC, thanks to our Digital Transformation Solutions, which include more than 35 software systems, we provide end-to-end service for the healthcare, social security and social assistance needs of all citizens across the country.



#### Digital Health Transformation Solutions

- Healthcare Personnel and Facility M.S.
- Asset Management System
- Medicine Management Platform
- e-Prescription & e-Pharmacy
- Doctor Appointment System
- Personal Health Record System
- Public Health Management System
- Emergency Health M.S.
- Organ and Tissue Information System
- National Laboratory M.S.
- Assisted Reproduction I.S.
- e-Referral

#### Social Security, Family and Social Assistance Solutions

- Process Management System
- Contract Management System
- Inspection Information System
- Workforce Management System
- Employment Information System
- Denunciation Management System
- Social Aid System
- Information System for Disadvantaged Children
- Social Service Centres System

TALES ERP, developed by our subsidiary PiData Information Technologies, serves corporate customers in many sectors such as IT, Service Sector, Defense Industry, Construction, Public and Software sectors.

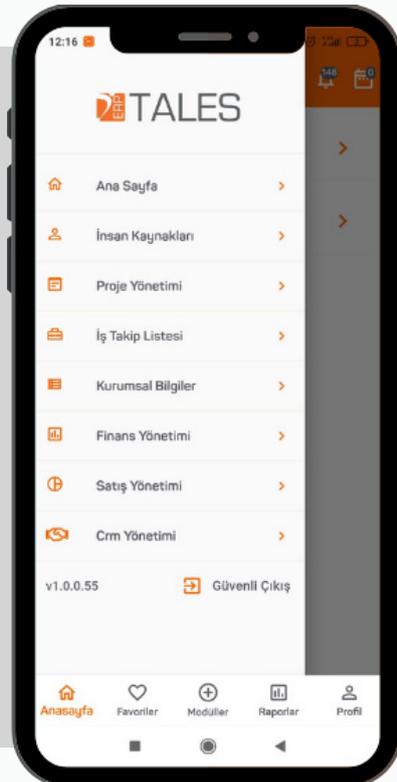
TALES ERP is an integrated Enterprise Resource Planning solution developed with up-to-date technologies according to the needs of public and private organizations.

Our TALES ERP Enterprise Resource Planning software is an advanced platform that brings together processes in a single software such as business tracking and project management, HR management, sales and marketing management, customer relationship management, call desk management.

TALES ERP makes business processes easier, more efficient, sustainable, fast and cost effective.

- Next Generation ERP with the power of tailor-made, on-site analysis
- Software development processes specific to cloud computing infrastructure
- Easy installation and training, swift activation
- SaaS (Software As a Service) Model
- PaaS (Platform As a Service) Model
- Use as much as needed, pay as you go
- On-site installation and service alternative for large enterprises (On Prem)
- Advanced integration infrastructure
- Seamless Data Transfer
- 24/7 Support
- 20 Years of Software Service Experience

 **TALES**  
Dijital Gücünüz



#### HR

Take care of your HR processes such as leave, duties, etc. from your mobile phone.

#### PROJECT MANAGEMENT

Track your project processes.

#### BUSINESS FOLLOW-UP

List your tasks and stay on schedule with Stop/Start feature.

#### NOTIFICATION

Get your notifications in your mobile instantly.

#### E-DIRECTORY

View, call, send contact information for your customers and your company.

#### FINANCIAL MANAGEMENT

Process your payment transactions.

#### SALES MANAGEMENT

Keep track of your Sales and Tender processes.

#### CRM

Keep track of meetings and visits to your clients.

Our software within the scope of TALES ERP:

 **BUSINESS TRACKING AND MANAGEMENT SYSTEM**

- Department Integration
- Smart Job Assignment
- Helpdesk
- Kanban Board
- Advanced Functions
- Mobile Application

 **PROJECT MANAGEMENT MODULE**

- Project and Process Management
- Customizable Screens
- Gantt Chart
- Organizational Memory
- Business Process Integrations
- Mobile Application

 **CRM**

- Customer Relations
- Opportunity Management
- Quotation Management
- Performance Management
- Communication Management
- Mobile Application

 **PROCUREMENT**

- Request Form
- Request Approval Processes
- Procurement Processes
- Contract Integration
- Budget Integration
- Reporting

 **E-OFFICE MANAGEMENT**

- Expense Management
- Cargo Management
- Communication Mgmt. (SMS/Email)
- Visitor Tracking
- Event and Reservation Mgmt.
- Suggestions and Complaints Mgmt.

 **QUALITY MANAGEMENT**

- Certification Management
- Auditing
- Improvement
- Request Evaluation
- Revision Tracking
- Reporting

 **DOCUMENT MGMT. AND DIGITAL ARCHIVING**

- Document Listing
- Incoming and Outgoing Doc. Tracking
- Digital Archiving
- Response Verification
- E-Signature Integration
- Reporting

 **TENDER AND CONTRACT MANAGEMENT**

- Tender Management
- Cross-Process Integration
- Warranty Management
- Contract Management
- SLA Management
- Mobile Application

 **PROPERTY INFORMATION SYSTEM**

- Application Tracking
- Leasing Processes
- Contract Tracking
- Meter Management
- Construction Projects
- Reporting

 **INVENTORY AND ASSET MANAGEMENT SYSTEM**

- Warehouse Management
- Inventory Movements
- Barcode / QR Code
- Asset Tracking
- RFID Integration
- Contract Tracking

Our software within the scope of TALES ERP:

**HUMAN RESOURCES**

- Recruitment Management
- Personnel Records Management
- Time and Attendance Mgmt.
- Personnel Form Management
- Travel Allowance Management
- Performance Management

**LEARNING MANAGEMENT SYSTEM**

- Learning Management
- E-Learning
- Content Management
- Online Assessments
- Surveys and Certification
- Reporting

**PİDEA**

- Digital Library
- User Manuals
- Access Control
- Article Management
- In-App Search
- Reporting

**OPİZ**

- Reporting and Analytics
- Customizable
- Criteria Management
- Advanced Reporting
- Hierarchical Menu
- Mobile Application

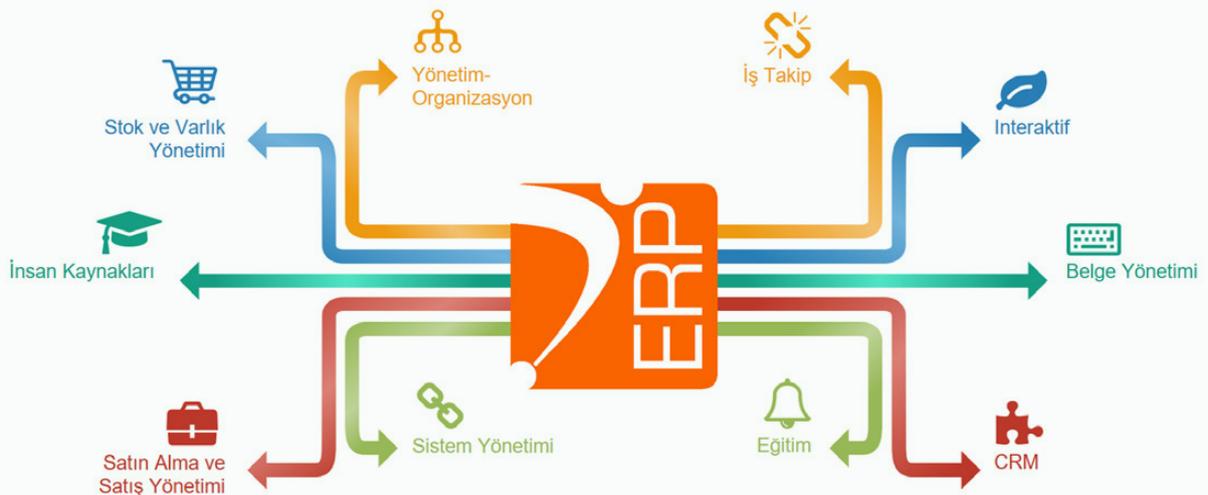
**TALES SERVICE**

- Service Dashboard
- Smart Task Assignment System
- Communication Integrations
- Warehouse-Stock Integration
- Service Form
- Mobile Application

**TALES ONLINE**

- Candidate Management
- Newsletter Management
- Suggestions and Complaints Mgmt.
- Tales Marketplace
- Portal Management
- Communication

**TALES ERP**, developed by PiData, serves corporate clients across various sectors including IT, Services, Defense Industry, Construction, Public Sector, and Software.



## **POLICIES**

### **Donation & Aid Policy**

Fonet Bilgi Teknolojileri A.Ş. aims to support the realization of projects that will contribute to social development by making assistance and donations to non-governmental organizations, associations or foundations, universities, public institutions and organizations operating in the fields of culture, arts, education, sports and the environment in order to create awareness of responsibility and to meet humanitarian and social needs in line with the regulations of the Capital Markets Law.

### **Disclosure Policy**

Based on the principle of transparency, we aimed to carry out an disclosure policy that aims to assist our investors in getting to know and analyze the company at the decision-making stage for their investments. We help potential investors, authorized institutions and organizations to evaluate the Company accurately by sharing information that is not a trade secret and legally permitted to be disclosed, reflecting our past performance and future expectations in a complete, fair, accurate, timely and understandable manner.

### **Disclosure Methods and Tools Used in Relations with Stakeholders**

- ▶ Material Disclosures
- ▶ Financial Statements & Footnotes
- ▶ Board of Directors Annual Reports
- ▶ Company Website
- ▶ Following the news about the Company in the press

### **Methods used to ensure the confidentiality of information to be disclosed to the public**

- ▶ List of Access to Internal Information
- ▶ Silent Period & Prohibition Period Implementation

### **Dividend Policy**

Fonet Information Technologies Inc., the purpose of the profit dividend policy of; The Turkish Commercial Code is the establishment of the principles regarding the distribution of profit within the framework of the “Dividend Communiqué” Serial: II No: 19.1 and other relevant legislative provisions of the Capital Markets Board, which was published in the Official Gazette on the date of 23 January 2014 with the number of 28891.

In dividend distribution, the Company follows a balanced and consistent policy between the interests of shareholders and the Company in accordance with the Corporate Governance Principles.

The proposal of the Board of Directors regarding dividend distribution, together with the dividend distribution table, the format and content of which are determined by the Board, is announced to the public within the framework of the CMB’s regulations on the public disclosure of material events. It shall be submitted for the information and approval of the shareholders as a separate item at the first ordinary General Assembly meeting to be held

### **Wage Policy**

The purpose of the Wage Policy is to establish the principles for determining the wages of the Company's Board Members and senior executives within the framework of the Capital Markets Board's (CMB) "Corporate Governance Communique" Serial: IV No: 17.1 "Corporate Governance Communique" of the Capital Markets Board (CMB), published in the Official Gazette dated 01. March 2014 and numbered 28871, is to establish the principles regarding the determination of the remuneration of the Company's Board Members and senior executives.

Since there is no separate "Remuneration Committee", the principles of remuneration of the members of the Board of Directors and senior executives are put in a written document by the "Corporate Governance Committee", taking into account the long-term goals of the Company, and submitted to the Board of Directors for approval. The remuneration principles approved by the Board of Directors are presented to the shareholders as a separate item at the General Assembly meeting and shareholders are given the opportunity to express their opinions on this matter.

### **Sustainability Principles Cohesion Policy**

Within the framework of cohesion with the Capital Markets Board's Corporate Governance Principles and Sustainability Principles, we prioritize our responsibility to the environment, society and the future while creating economic value for our stakeholders.

While carrying out sustainability activities, our Company takes care to support economic development in order to improve the life quality of the society, to follow policies that respect the environment in all its activities, to support various projects prepared for social and cultural purposes in this direction, to provide valuable services in the fields of education, health, environment, culture, etc. by internalizing transparency, fairness, accountability and responsibility, which are the basic principles of corporate governance, to support social development in all business processes, to take part in social responsibility projects with its employees and to encourage activities to increase employee sensitivity.

## CAPITAL STRUCTURE

Our company started trading on the stock exchange in Istanbul on May 04, 2017 and BIST ALL SHARES -100 / BIST ALL SHARES / BIST INFORMATION / BIST TECHNOLOGY / BIST ANKARA / BIST MAIN MARKET.

With the permission of the Capital Markets Board, our Company has set its registered capital ceiling as TRY 2,500,000,000.00 until 2028. The issued (paid-in) capital of our Company is TRY 936,000,000.00, which is fully paid within the registered capital ceiling.

Our Company's Articles of Association, article 6 titled 'The Capital of the Company and the Type of Shares' that increasing the ceiling of the Registered Capital from TRY 30,000,000.00 to TRY 100,000,000.00 and the validity period between the years 2019-2023. It has been approved at the Ordinary General Meeting on 04.04.2019 and registered by the Trade Registry Office on 15.04.2019.

Our Company has increased its issued capital from 18,000,000.00 TRY to 40,000,000.00 TRY within the registered capital ceiling of TRY 100,000,000.00. Registration of shares with a nominal value of 22,000,000.00 TRY in total, of which TRY 11,496,200.00 of the increased capital is issued from share premiums and 10,503,800.00 TRY from previous year profits. It has been made on 22.07.2019 and published in the Turkey Trade Registry Gazette No. 9875 on 24.07.2019.

Regarding the amendment of the 3rd article titled "Purpose and Subject" of the Articles of Association by the Board of Directors of the Company, after taking the necessary legal permissions from the Capital Markets Board, and the Ministry of Commerce of Republic of Turkey, followed by the decision about the amendment in the Ordinary General Meeting of the Company dated 12.05.2020, the final version of the amendment was published in the Trade Registry Gazette dated 22.05.2020 and numbered 10083

In the Ordinary general assembly meeting for 2021 of our Company held on March 29, 2022, in the Article 6 of the Company's Articles of Association, titled 'Company Capital and Type of Shares', the authorized shared capital has been increased from TRY 100,000,000.00 to TRY 400,000,000.00 and its validity period is between 2022 and 2026. This article was approved by The Registry of Commerce on March 31, 2022.

The registration process regarding the increase of our Company's issued capital from 40,000,000.00 TRY to 144,000,000.00 TRY within the registered capital ceiling of TRY 400,000,000.00 and the registration process regarding the shares with a nominal value of TRY 104,000,000.00 in total, all of the increased capital being from retained earnings, was made on 26. December 2023 and published in the Turkish Trade Registry Gazette No. 10988 dated 27. December 2023.

In Article 6 of our Company's Articles of Association titled "Capital of the Company and Type of Shares", the issue of increasing the ceiling of the Registered Capital from TRY 400,000,000.00 to TRY 2,500,000,000.00 and the validity period to be between 2024-2028 was approved at the Ordinary General Assembly meeting of 2023 held on 24.07.2024 and registered by the Trade Registry Office on 26.07.2024.

Within our Company's registered capital ceiling of TRY 2,500,000,000.00, the issued capital of TRY 144,000,000.00 has been increased by TRY 792,000,000.00 of which TRY 392,125,929.24 was covered from positive capital adjustment differences and TRY 399,874,070.76 from retained earnings from previous years raising the issued capital from TRY 144,000,000.00 to TRY 936,000,000.00. The amendment to Article 6, titled 'Capital,' of our Company's Articles of Association was registered on October 17, 2025 and published in the Trade Registry Gazette dated October 17, 2025, numbered 11439.

Details of the shares that constitute the capital of our company are as shown in the table below;

Shareholder's Name and Surname / Trade Name	Share in Capital (TRY)	Ratio in Capital (%)	Voting Right Ratio (%)
Abdülkerim GAZEN	358.916.994,54	38,35	65,32
Diğer	577.083.005,46	61,65	34,68
<b>Total</b>	<b>936.000.000,00</b>	<b>100</b>	<b>100</b>

## INFORMATION ON PRIVILEGED SHARES

**Privileged Share Amount (Number) :** 51.999.999,948 Group A

**Privileged Share Amount (TL) :** 51.999.999,948 TRY

### Explanation on Rights to Vote of Preferential Shares:

Each share in the General Assembly has 15 Voting Rights. If the company's Board of Directors consists of five members, two board members; if it consists of six or seven members, three board members; if it consists of eight or nine members, four board members of the Board of Directors [A] are elected by the General Assembly among the candidates to be determined by the shareholders. If the shareholders of group [A] does not nominate candidates to the Board of directors, the election shall be held by the General Assembly in accordance with the provisions of the Capital Markets Legislation and the Turkish Commercial Code.

### Article 6 of the Articles of Incorporation:

Group [A] shares have privileged about determination Members of the Board of Directors and use of voting rights.

Group [B] shares have no privileges.

### Article 10 of the Articles of Incorporation:

At the Company's Ordinary and Extraordinary General Assembly Meetings (A) group shareholders have 15 voting rights for each share, (B) group shareholders have 1 voting rights for each one share.

## BOARD OF DIRECTORS

The management and representation of the Company belongs to the Board of Directors. The company's activity and management are carried out by 7 board members elected by the General Assembly in accordance with the provisions of the Turkish Commercial Code. Members of the Board of Directors can be elected for a maximum of 3 years. Members of the Board of Directors, whose election period has expired, can be re-elected. The Chairman of the Board of Directors is elected by the members of the Board of Directors that the (A) group of shareholders offer. The Members of The Board of Directors can also be The Members of The Board of Directors of the other companies.

The Board of Directors convenes whenever necessary for the Company's business, with the call of the Chairman of the Board of Directors, and in the absence of the Chairman of the Board of Directors, with the call of the Vice Chairman of the Board of Directors. Any member of the Board of Directors may also call the Board of Directors for a meeting by making a written request to the Chairman of the Board. The board of directors meets at the Company headquarters and makes decisions. The number of board meetings held in 2025 is 23.

The Members of The Board of Directors do not have activities within the scope of Prohibition of competing with the company through transactions on behalf of the company, itself or others.

Name Surname	Roles on the Board	Dates of Role
Abdülkerim GAZEN	Chair	10.04.2025 - 10.04.2028
Yasemin ŞAH	Vice Chair	10.04.2025 - 10.04.2028
Dr. Emre SEZGİN	Member	10.04.2025 - 10.04.2028
Daniel Anders Henrik WERNER	Member	10.04.2025 - 10.04.2028
Nisabeyim GAZEN	Member	10.04.2025 - 10.04.2028
Prof. Dr. Muhammet Ali AKCAYOL	Independent Member	10.05.2023 - 10.05.2026
Prof. Dr. Sinan Altan KOCAMAN	Independent Member	10.04.2025 - 10.04.2028

#### **Abdülkerim GAZEN (Chair)**

Abdulkerim Gazen was born in 1978. He has graduated with the Bachelor Degree of Map Cadastre Engineer and Business Administration. For a while he worked in the private sector as an accounting and finance expert and manager. He took a part in many IT projects as software development specialist and manager. He is married and has one child.

#### **Yasemin ŞAH (Vice Chair)**

Yasemin Şah was born in 1982. She has graduated from Business Administration. She started his professional career at Fonet Information Technologies Inc. and is still working. She undertook financial and administrative responsibility of many projects. She has been a Member of the Board of Directors since 2015. She is married and has two children.

#### **Dr. Emre SEZGİN (Member)**

Dr. Emre Sezgin was born in 1960. He has graduated from Istanbul University Faculty of Medicine. He worked as a Physician between 1992-1995, Provincial Health Manager between 1995-1998 and consultant in the Ministry of Health Project General Coordinator, between 1998-1999. Since 2000, he has worked as a consultant and field specialist in several health informatics projects in the private sector in Information Technologies and Tepe Technology A.Ş. He has experience in Health Information Systems Standards (ICD-10AM, LOINC, CPT, SNOMED, HL7, DICOM), Electronic Patient Systems Design Development and Applications (penEHR, CEN / ISO 13606, ISO / TR 20514: 2005, POMR), Electronic Provision and Reimbursement systems design, development and applications, and Casemix (DRGs) clinical coding and costing methods. He is a specialist in Hospital. Operation and Medical Processes (Medical Informatics). He also speaks English and French.

**Daniel Anders Henrik WERNER (Member)**

Daniel Anders Henrik WERNER is a Swedish national and was born in 1972. He has more than 24 years of experience in transformation and growth environments in the business development, technology and management, IT and media industries. He worked in various positions in NetMaker Consulting Group, TBWA, Business Communication Group, Bure Equity and Sandberg Trygg. He is currently the Chief Executive Officer of 24 Solutions, an international IT company, and has also held board positions at various companies.

**Nisabeyim GAZEN (Member)**

Nisabeyim Gazen was born in 1977. She graduated from Istanbul University Faculty of Literature, Department of Archeology and Art history. She worked in various firms in specialist and executive positions. She speaks English. She is married and has three children.

**Prof. Dr. Muhammet Ali AKCAYOL (Independent Member)**

Prof. Dr. Muhammet Ali Akcayol was born in 1969. He graduated from Gazi University, Department of Computer Systems. He received his master's and doctorate degrees from Gazi University Graduate School of Natural and Applied Sciences. He worked at Michigan State University in the United States of America for postdoctoral research. He worked as a lecturer, assistant professor and associate professor at Gazi University, Faculty of Engineering, the Department of Computer Engineering. Since 2011, he has been working as a professor in the same department. He served as Vice Dean and Faculty Board Member at the Faculty of Engineering for various periods of time, and as Head of the Department of Computer Science, Vice Director and Board Member at the Informatics Institute. He has published 91 articles in international journals and 56 papers in international and national conferences on Artificial Intelligence, Deep Learning, Big Data Analytics, Web Mining, Suggestion Systems, and Intelligent Optimization Techniques. He is the author, chapter author, translator and editor of 5 books. He supervised 12 PhD students and 35 master's students. He is a field editor and reviewer for many international journals. He has worked as an executive, researcher and consultant in 30 projects supported by TÜBİTAK, TAI, HAVELSAN, Ministry of Science, Industry and Technology, KOSGEB, HUAWEI, International Development Bank, KoçSistem A.Ş. He is fluent in English.

**Prof. Dr. Sinan Altan KOCAMAN (Independent Member)**

Prof. Dr. Sinan Altan Kocaman was born in 1980. He graduated with honors from Ankara University Faculty of Medicine. In the same year, he achieved a high national ranking in the Medical Specialty Examination and began his specialization training in Cardiology. He obtained his medical specialization in 2009, his associate professorship in 2014, and his full professorship in 2023. He completed his compulsory public service at Rize Training and Research Hospital and served his military duty as a specialist physician at Bursa Military Hospital. Between 2012 and 2017, he worked at Ankara Güven Hospital, and between 2017 and 2020, he worked at Ankara Medicana International Hospital. Since 2020, he has been working at Private Ankara Koru Hospital as the Founder of the Heart Center, Chair of the Ethics Committee, and Medical Director of the hospital. He independently designed a cardiology mapping device registered with the Turkish Patent Institute and obtained a "Utility Model" intellectual property right for this invention. He has served as a reviewer for numerous national and international scientific journals. He has authored scientific articles in many high-impact peer-reviewed national and international journals, presented papers at conferences, and contributed chapters to academic books. He has participated in scientific research projects conducted by universities and has served as a researcher in internationally funded and collaborative research projects. He has also received awards in national competitions organized by professional institutions and organizations.

## **Bağımsızlık Beyanı**

*Fonet Bilgi Teknolojileri A.Ş. (Şirket) Yönetim Kurulunda, mevzuat, esas sözleşme ve Sermaye Piyasası Kurulu tarafından yayımlanan Kurumsal Yönetim Tebliği'nde (II-17.1) belirtilen kriterler kapsamında "bağımsız üye" olarak görev yapmaya aday olduğumu, bu kapsamda;*

*a) Şirket, şirketin yönetim kontrolünü elinde bulunduran veya şirkette önemli derecede etki sahibi olan ortaklar ve bu ortakların yönetim kontrolüne sahip olduğu tüzel kişiler ile şahsım, eşim ve ikinci dereceye kadar kan ve sıhrî hısımlarım arasında; son beş yıl içinde önemli görev ve sorumluluklar üstlenecek yönetici pozisyonunda istihdam ilişkisinin bulunmadığını, sermaye veya oy haklarının veya imtiyazlı payların % 5 inden fazlasına birlikte veya tek başıma sahip olmadığımı ya da önemli nitelikte ticari ilişkisinin bulunmadığımı,*

*b) Son beş yıl içerisinde, başta Şirketin denetimi (vergi denetimi, kanuni denetim, iç denetim de dahil), derecelendirilmesi ve danışmanlığı olmak üzere, yapılan anlaşmalar çerçevesinde Şirketin önemli ölçüde hizmet veya ürün satın aldığı veya sattığı şirketlerde, hizmet veya ürün satın alındığı veya satıldığı dönemlerde, ortak (%5 ve üzeri), Önemli görev ve sorumluluklar üstlenecek yönetici pozisyonunda çalışan veya yönetim kurulu üyesi olmadığımı,*

*c) Bağımsız yönetim kurulu üyesi olmam sebebiyle üstleneceğim görevleri gereği gibi yerine getirecek mesleki eğitim, bilgi ve tecrübeye sahip olduğumu,*

*ç) Bağlı olunan mevzuata uygun olması şartıyla, üniversite öğretim üyeliği hariç, halen/ üye olarak seçildikten sonra kamu kurum ve kuruluşlarında tam zamanlı çalışmadığımı/ çalışmayacağımı,*

*d) 31/12/1960 tarihli ve 193 sayılı Gelir Vergisi Kanunu'na göre Türkiye'de yerleşik olduğumu,*

*e) Şirket faaliyetlerine olumlu katkılarda bulunabilecek, Şirket İle pay sahipleri arasındaki çıkar çatışmalarında tarafsızlığımı koruyabilecek, menfaat sahiplerinin haklarını dikkate alarak özgürce karar verebilecek güçlü etik standartlara, mesleki itibara ve tecrübeye sahip olduğumu,*

*f) Şirket faaliyetlerinin işleyişini takip edebilecek ve üstlendiğim görevlerin gereklerini tam olarak yerine getirebilecek ölçüde Şirket işlerine zaman ayıracağımı,*

*g) Şirketin yönetim kurulunda son on yıl içerisinde akı yıldan fazla yönetim kurulu üyeliği yapmadığımı,*

*ğ) Şirketin veya Şirketin yönetim kontrolünü elinde bulunduran ortakların yönetim kontrolüne sahip olduğu şirketlerin üçten fazlasında ve toplamda borsada işlem gören şirketlerin beşten fazlasında bağımsız yönetim kurulu üyesi olarak görev almadığımı,*

*beyan ederim.*

*Yönetim Kurulu, Genel Kurul, Paydaşlarımız ve tüm menfaat sahiplerinin bilgisine sunarım.*

07.04.2023

Prof. Dr. Muhammet Ali AKCAYOL

## **Bağımsızlık Beyanı**

*Fonet Bilgi Teknolojileri A.Ş. (Şirket) Yönetim Kurulunda, mevzuat, esas sözleşme ve Sermaye Piyasası Kurulu tarafından yayımlanan Kurumsal Yönetim Tebliği'nde (II-17.1) belirtilen kriterler kapsamında "bağımsız üye" olarak görev yapmaya aday olduğumu, bu kapsamda;*

*a) Şirket, şirketin yönetim kontrolünü elinde bulunduran veya şirkette önemli derecede etki sahibi olan ortaklar ve bu ortakların yönetim kontrolüne sahip olduğu tüzel kişiler ile şahsım, eşim ve ikinci dereceye kadar kan ve sıhrî hısımlarım arasında; son beş yıl içinde önemli görev ve sorumluluklar üstlenecek yönetici pozisyonunda istihdam ilişkisinin bulunmadığını, sermaye veya oy haklarının veya imtiyazlı payların % 5 inden fazlasına birlikte veya tek başıma sahip olmadığımı ya da önemli nitelikte ticari ilişkisinin bulunmadığımı,*

*b) Son beş yıl içerisinde, başta Şirketin denetimi (vergi denetimi, kanuni denetim, iç denetim de dahil), derecelendirilmesi ve danışmanlığı olmak üzere, yapılan anlaşmalar çerçevesinde Şirketin önemli ölçüde hizmet veya ürün satın aldığı veya sattığı şirketlerde, hizmet veya ürün satın alındığı veya satıldığı dönemlerde, ortak (%5 ve üzeri), Önemli görev ve sorumluluklar üstlenecek yönetici pozisyonunda çalışan veya yönetim kurulu üyesi olmadığımı,*

*c) Bağımsız yönetim kurulu üyesi olmam sebebiyle üstleneceğim görevleri gereği gibi yerine getirecek mesleki eğitim, bilgi ve tecrübeye sahip olduğumu,*

*ç) Bağlı olunan mevzuata uygun olması şartıyla, üniversite öğretim üyeliği hariç, halen/üye olarak seçildikten sonra kamu kurum ve kuruluşlarında tam zamanlı çalışmadığımı/ çalışmayacağımı,*

*d) 31/12/1960 tarihli ve 193 sayılı Gelir Vergisi Kanunu'na göre Türkiye'de yerleşik olduğumu,*

*e) Şirket faaliyetlerine olumlu katkılarda bulunabilecek, Şirket ile pay sahipleri arasındaki çıkar çatışmalarında tarafsızlığımı koruyabilecek, menfaat sahiplerinin haklarını dikkate alarak özgürce karar verebilecek güçlü etik standartlara, mesleki itibara ve tecrübeye sahip olduğumu,*

*f) Şirket faaliyetlerinin işleyişini takip edebilecek ve üstlendiğim görevlerin gereklerini tam olarak yerine getirebilecek ölçüde Şirket işlerine zaman ayıracağımı,*

*g) Şirketin yönetim kurulunda son on yıl içerisinde akı yıldan fazla yönetim kurulu üyeliği yapmadığımı,*

*ğ) Şirketin veya Şirketin yönetim kontrolünü elinde bulunduran ortakların yönetim kontrolüne sahip olduğu şirketlerin üçten fazlasında ve toplamda borsada işlem gören şirketlerin beşten fazlasında bağımsız yönetim kurulu üyesi olarak görev almadığımı,*

*beyan ederim.*

*Yönetim Kurulu, Genel Kurul, Paydaşlarımız ve tüm menfaat sahiplerinin bilgisine sunarım.*

12.03.2025

Prof. Dr. Sinan Altan KOCAMAN

### Committees Established Within the Board of Directors

In order for the Board of Directors to perform its duties and responsibilities in a sound manner, Pursuant to Article 4.5 of the corporate governance communiqué no: II-17.1 of the Capital Markets Board, the Board of Directors has decided to create that "Audit Committee", "Early Detection of Risk Committee" and "Corporate Governance Committee" and determine job definitions; The board of Directors has decided not to establish a different "Nomination Committee" and "Compensation Committee", in place of his regarding committee's duties has been undertaken by the "Corporate Governance Committee".

#### Audit Committee

The audit committee; it supervises the company's accounting system, public disclosure of financial information, independent audit and the functioning and effectiveness of the company's internal control and internal audit system. In 2025, the audit committee held 5 meetings and submitted the minutes of the meeting to the board of directors.

Name Surname	Title	Nature of the B.M.
Prof. Dr. Muhammet Ali AKCAYOL	Head of the Audit Committee	Independent Member
Prof. Dr. Sinan Altan KOCAMAN	Member of the Audit Committee	Independent Member

#### Early Detection of Risk Committee

Early Detection of Risk Committee; it is responsible for early identification of risks that may endanger the existence, development and continuation of the company, taking necessary measures regarding the identified risks, and carrying out activities to manage the risk and it reviews risk management systems at least once a year. In 2025, the early detection of risk committee held 7 meetings and submitted the minutes of the meeting to the board of directors.

Name Surname	Title	Nature of the B.M.
Prof. Dr. Sinan Altan KOCAMAN	Head of the Risk Committee	Independent Member
Dr. Emre SEZGİN	Member of the Risk Committee	Board Member

#### Corporate Governance Committee

Corporate governance committee determines whether corporate governance principles are applied in the company, if not, its rationale and conflicts of interest that arise from not fully complying with these principles and advises the board of directors to improve corporate governance practices and it supervises the work of the investor relations department. In 2025, the corporate governance committee held 3 meetings and submitted the minutes of the meeting to the board of directors.

Name Surname	Title	Nature of the B.M.
Prof. Dr. Muhammet Ali AKCAYOL	Head of the Corporate Governance Committee	Independent Member
Dr. Emre SEZGİN	Member of the Corporate Governance Committee	Board Member
Meltem KAVAK	Member of the Corporate Governance Committee	Investor Relations Manager

The committees carry out their activities as in the procedures stated in their duties and working principles. When necessary, care is taken to ensure that experts take part in these committees.

These committees consist of at least two members elected from among the members of the Board of Directors of the company. If the Committee consists of two members, both of them, if there are more than two members, the majority of the members consist of Board Directors who do not undertake direct executive functions, such as the General Manager or the Chief Executive Officer. The chairman of the committee is selected from among the Independent Board Members. The experience of the Board Member requires that he should be on duty more than one committee.

Due to the structure of the Board of Directors, it was decided not to form a separate Nomination Committee, Remuneration Committee and the Corporate Governance Committee to fulfill the duties of these committees. And it was unanimously decided to establish the working principles of the Committee and make it public.

All resources and support required by the committees to perform their duties are provided by the Board of Directors. The committees may invite any manager when they seem necessary to their meetings and get their opinions. The committees take advantage of independent expert opinions on the subjects they need regarding their activities. The cost of the consultancy services required by the committees is covered by the Company.

## **FINANCIAL STATUS OF THE COMPANY**

### **Operational and Financial Strategic Goals of The Company**

The company's objectives, which are submitted for the approval of the board of directors, are determined by senior management taking into account market and competitive conditions, economic indicators and risks. In order to reach the strategic goals approved by the Board of Directors, studies are initiated within the company and efforts are achieved in this direction.

All necessary precautions are taken by the Board of Director sat the stage of reaching the targets, resources are provided. In this context, the Company is referred and managed by considering the interests of the Company.

The works of these targets and strategies, which have been approved by the Board of Directors, are discussed at the Board of Directors meetings in accordance with the legislation. The annual budget and the level of realization approved at the Board of Directors meetings are evaluated by taking into consideration the sector in which the Company is located, the status of the Company within the sector, the performance it displays during the period, the financial status of the Company and past performance.

Budget targets were reached within the relevant period. There have been no legislative changes that could significantly affect the company's operations.

The net profit of our company for the period of 1st January, 2025 - 31th December, 2025 is 222.880.797 Turkish Liras, the size of assets is 1.841.965.991 Turkish Liras and the total equity is 1.691.187.591 Turkish Liras.

The financial statements of our company showing the activities for the period of 1st January 2025 - 31th December 2025 are given below.

## FINANCIAL RESOURCES

The company's financing source is the company's equity and bank loan.

### BALANCE

<b>ASSETS</b>	<b>December 31,2025</b>	<b>December 31,2024</b>
Current Assets	289.553.471	109.443.208
Non-Current Assets	1.552.412.520	1.469.856.829
<b>TOTAL ASSETS</b>	<b>1.841.965.991</b>	<b>1.579.300.037</b>
<b>LIABILITIES</b>	<b>December 31,2025</b>	<b>December 31,2024</b>
Current Liabilities	123.567.733	88.523.526
Non-Current Liabilities	27.210.667	20.676.550
Equity	1.691.187.591	1.470.099.961
<b>TOTAL LIABILITIES</b>	<b>1.841.965.991</b>	<b>1.579.300.037</b>

### STATEMENT OF INCOME

<b>CONTINUING OPERATIONS</b>	<b>January 01,2025 December 31,2025</b>	<b>January 01,2024 December 31,2024</b>
Revenue	855.070.469	629.009.691
Cost of Sales (-)	-517.386.920	-455.356.707
<b>Gross Profit (Loss) From Commercial Ops.</b>	<b>337.683.549</b>	<b>173.652.984</b>
General Administrative Expenses (-)	-89.162.074	-90.796.687
Marketing Expenses (-)	-13.408.181	-7.055.615
Research and Development Expense (-)	-5.277.453	-3.186.034
Other Income from Operating Activities	59.571.899	61.449.714
Other Expenses from Operating Activities (-)	-7.130.173	-5.129.440
<b>OPERATING PROFIT / LOSS</b>	<b>282.277.567</b>	<b>128.934.922</b>

## STATEMENT OF INCOME

Investment Activity Income	12.937.003	44.835.291
Investment Activity Costs	-2.839.982	-
<b>ACTIVITY BEFORE FINANCE EXPENSES PROFIT / LOSS</b>	<b>292.374.588</b>	<b>173.770.213</b>
Finance Incomes	12.010.491	17.003.747
Finance Costs (-)	-21.927.199	-22.621.269
Monetary Loss / Gain due to Inflation	-27.600.560	-9.231.515
<b>PROFIT / LOSS FROM CONTINUING OPS., BEFORE TAX</b>	<b>254.857.351</b>	<b>158.921.176</b>
<b>Tax (Expense) Income, Continuing Ops. (-)</b>	<b>-31.976.523</b>	<b>37.730.465</b>
Current Income Tax Expense	-	-
Deferred Tax [Expense] Income (-)	-31.976.523	37.730.465
<b>PROFIT / LOSS FROM CONTINUING OPS,</b>	<b>222.880.797</b>	<b>196.651.641</b>
<b>TERM PROFIT / LOSS</b>	<b>222.880.797</b>	<b>196.651.641</b>

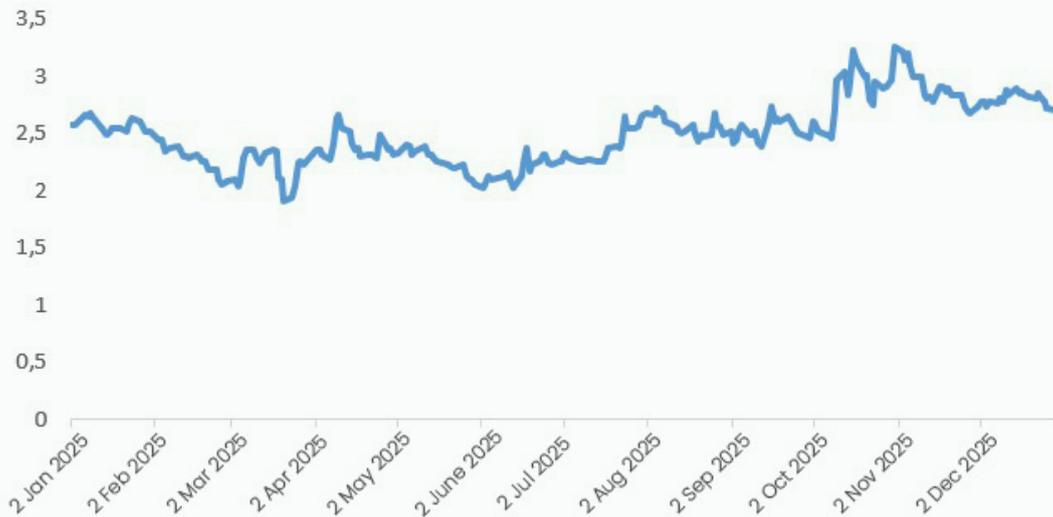
## RATIOS

<b>LIQUIDITY RATIOS</b>	<b>31.12.2023</b>	<b>31.12.2024</b>	<b>31.12.2025</b>
Current Ratio	0,82	1,24	2,34
Liquid Ratio	0,78	1,24	2,34
Cash Ratio	0,23	0,56	1,29
<b>FINANCIAL STRUCTURE RATIOS</b>	<b>31.12.2023</b>	<b>31.12.2024</b>	<b>31.12.2025</b>
Leverage Ratio	0,08	0,07	0,08
Financing Ratio	11,29	13,46	11,22
Debt Equity Ratio	0,09	0,07	0,09
<b>PROFITABILITY RATIOS</b>	<b>31.12.2023</b>	<b>31.12.2024</b>	<b>31.12.2025</b>
Asset Profitability	0,20	0,12	0,12
Return on Equity	0,22	0,13	0,13

## STOCK EXCHANGE INFORMATION

<b>IPO (Initial Public Offering) Date</b>	27-28 April 2017
<b>Number of Shares</b>	TRY 936.000.000,00 [The nominal value of each share is TRY 1]
<b>Free Float Rate</b>	% 61,65
<b>Stock Exchange Code</b>	FONET
<b>ISIN Code</b>	TREFONT00028
<b>Group Included In The Stock Exchange</b>	MAIN MARKET
<b>Included Indices of Company</b>	BIST ALL SHARES-100 / BIST ALL SHARES / BIST INFORMATION / BIST TECHNOLOGY / BIST PARTICIPATION ALL SHARE / BIST PARTICIPATION 100 / BIST ANKARA / BIST MAIN / BIST 500

**History of Company's Shares**  
01.01.2025 - 31.12.2025



The public offering date of our company shares is 27-28 April 2017. It started trading on Borsa Istanbul on May 04, 2017. The market price of our company's shares is 2,79 Turkish Liras as of 31.12.2025. It is observed that an increase of 8% in the market price of our company shares occurred between 01.01.2025 and 31.12.2025.

## CHANGES TO THE MAIN CONTRACT IN THE PERIOD

Within our Company's registered capital ceiling of TRY 2,500,000,000.00, the issued capital of TRY 144,000,000.00 has been increased by TRY 792,000,000.00 — of which TRY 392,125,929.24 was covered from positive capital adjustment differences and TRY 399,874,070.76 from retained earnings from previous years — raising the issued capital from TRY 144,000,000.00 to TRY 936,000,000.00. The amendment to Article 6, titled 'Capital,' of our Company's Articles of Association was registered on October 17, 2025 and published in the Trade Registry Gazette dated October 17, 2025, numbered 11439.

<b><i>PREVIOUS VERSION</i></b>	<b><i>AMENDED VERSION</i></b>
<p><b><i>Company's Capital and Type of Shares:</i></b> <b><i>Article 6</i></b></p> <p><i>The Company has accepted the registered capital system in accordance with the provisions of the Capital Markets Law and has switched to the registered capital system with the permission of the Capital Markets Board dated 27/02/2015 and numbered 5/253.</i></p> <p><i>The equity ceiling of the Company is 2.500.000.000.- (two billion five hundred million) Turkish Liras and is divided into 2.500.000.000.000.- (two billion five hundred million) shares each with a nominal value of 1 (One) Turkish Lira.</i></p> <p><i>The equity ceiling permission granted by the Capital Markets Board is valid for the years 2024-2028 (5 years). At the end of 2028, even if the permitted equity ceiling has not been reached, in order for the board of directors to take a capital increase decision after 2028, it is obligatory to obtain authorization from the general assembly for a new period not exceeding 5 years by obtaining permission from the Capital Markets Board for the previously permitted ceiling or a new ceiling amount. If the said authorization is not obtained, no capital increase can be made by the board of directors.</i></p>	<p><b><i>Company's Capital and Type of Shares:</i></b> <b><i>Article 6</i></b></p> <p><i>The Company has accepted the registered capital system in accordance with the provisions of the Capital Markets Law and has switched to the registered capital system with the permission of the Capital Markets Board dated 27/02/2015 and numbered 5/253.</i></p> <p><i>The equity ceiling of the Company is 2.500.000.000.- (two billion five hundred million) Turkish Liras and is divided into 2.500.000.000.000.- (two billion five hundred million) shares each with a nominal value of 1 (One) Turkish Lira.</i></p> <p><i>The equity ceiling permission granted by the Capital Markets Board is valid for the years 2024-2028 (5 years). At the end of 2028, even if the permitted equity ceiling has not been reached, in order for the board of directors to take a capital increase decision after 2028, it is obligatory to obtain authorization from the general assembly for a new period not exceeding 5 years by obtaining permission from the Capital Markets Board for the previously permitted ceiling or a new ceiling amount. If the said authorization is not obtained, no capital increase can be made by the board of directors.</i></p>

<b>PREVIOUS VERSION</b>	<b>AMENDED VERSION</b>
<p><i>The issued capital of the Company is TRY 144,000,000 (one hundred and forty-four million) and the said issued capital has been paid in full free of collusion. This capital is divided into 144,000,000 (one hundred and forty-four million) shares with a nominal value of TRY 1 (one) each. Of these shares, 8,000,000 (eight million) are Class A registered shares and 136,000,000 (one hundred thirty-six million) are Class B bearer shares.</i></p> <p><i>No new shares may be issued unless the issued shares are fully sold and their consideration is paid or the unsold shares are canceled.</i></p> <p><i>Shares representing the capital are monitored in dematerialized form within the framework of dematerialization principles.</i></p> <p><i>The capital of the Company may be increased or decreased, if necessary, in accordance with the provisions of the Turkish Commercial Code and Capital Markets Legislation.</i></p> <p><i>Group (A) shares have privileges in determining the members of the board of directors and exercising voting rights in the general assembly. Group (B) shares do not have privileges.</i></p> <p><i>In capital increases, Group (A) shares in proportion to Group (A) shares and Group (B) shares in proportion to Group (B) shares shall be issued to represent the increased capital. In the event that it is decided to issue only Group (B) shares in capital increases through rights issues without restricting the right to acquire new shares, Group (A) shareholders shall be entitled to acquire Group (B) shares in proportion to their shares in the capital. In case of restriction of new share purchase rights, the shares to be issued will be Group (B) shares.</i></p>	<p><i>The issued capital of the Company is TRY 936,000,000 (nine hundred thirty-six million) and the said issued capital has been paid in full free of collusion. This capital is divided into 936,000,000 (nine hundred thirty-six million) shares with a nominal value of TRY 1 (one) each. Of these shares, 51.999.999,948 (fifty-one million nine hundred ninety-nine thousand nine hundred ninety-nine lira, ninety-five kuruş) are Class A registered shares and 884.000.000,052 (eight hundred eighty-four million lira, five kuruş) are Class B bearer shares.</i></p> <p><i>No new shares may be issued unless the issued shares are fully sold and their consideration is paid or the unsold shares are canceled.</i></p> <p><i>Shares representing the capital are monitored in dematerialized form within the framework of dematerialization principles.</i></p> <p><i>The capital of the Company may be increased or decreased, if necessary, in accordance with the provisions of the Turkish Commercial Code and Capital Markets Legislation.</i></p> <p><i>Group (A) shares have privileges in determining the members of the board of directors and exercising voting rights in the general assembly. Group (B) shares do not have privileges.</i></p> <p><i>In capital increases, Group (A) shares in proportion to Group (A) shares and Group (B) shares in proportion to Group (B) shares shall be issued to represent the increased capital. In the event that it is decided to issue only Group (B) shares in capital increases through rights issues without restricting the right to acquire new shares, Group (A) shareholders shall be entitled to acquire Group (B) shares in proportion to their shares in the capital. In case of restriction of new share purchase rights, the shares to be issued will be Group (B) shares.</i></p> <p><i>In capital increases, bonus shares are distributed to the existing shares on the date of the increase.</i></p>

<b>PREVIOUS VERSION</b>	<b>AMENDED VERSION</b>
<p><i>In capital increases, bonus shares are distributed to the existing shares on the date of the increase.</i></p> <p><i>The Board of Directors is authorized to increase the issued capital by issuing (A) group registered shares and/or (B) group bearer shares up to the registered capital ceiling whenever it deems necessary in accordance with the provisions of the Capital Markets Law.</i></p> <p><i>The board of directors may resolve to issue shares above or below the nominal value and to partially or completely restrict the shareholders' rights to acquire new shares or to restrict the rights of privileged shareholders.</i></p> <p><i>The authorization to restrict the right to purchase new shares may not be used in a way to cause inequality among the shareholders. The decisions taken by the board of directors within the scope of this paragraph shall be announced to the public within the framework of the principles determined by the Capital Markets Board.</i></p> <p><i>Explanation regarding privileges:</i></p> <p><i>A total of 8,000,000 shares are privileged.</i></p> <p><i>Group (A) shareholders have 15 voting rights for each share and Group (B) shareholders have 1 voting right for each share in the ordinary and extraordinary general assembly meetings of the Company.</i></p>	<p><i>The Board of Directors is authorized to increase the issued capital by issuing (A) group registered shares and/or (B) group bearer shares up to the registered capital ceiling whenever it deems necessary in accordance with the provisions of the Capital Markets Law.</i></p> <p><i>The Board of Directors may resolve to issue shares above or below the nominal value and to partially or completely restrict the shareholders' rights to acquire new shares or to restrict the rights of privileged shareholders.</i></p> <p><i>The authorization to restrict the right to purchase new shares may not be used in a way to cause inequality among the shareholders. The decisions taken by the board of directors within the scope of this paragraph shall be announced to the public within the framework of the principles determined by the Capital Markets Board.</i></p> <p><i>Explanation regarding privileges:</i></p> <p><i>A total of 51.999.999,948 shares are privileged.</i></p> <p><i>Group (A) shareholders have 15 voting rights for each share and Group (B) shareholders have 1 voting right for each share in the ordinary and extraordinary general assembly meetings of the Company.</i></p>



## OTHER ISSUES

- ▶ Events of special importance that may affect the rights of partners, creditors and other relevant persons and organizations that occurred during the 2025 operating period are presented below for your information;
- ▶ Pursuant to the resolution of our Board of Directors dated 12/03/2025 and numbered 2025/03, the resignation of Dr. Ali ÖZÖN, Independent Member of the Board of Directors of our Company, from his positions as Independent Board Member, Member of the Audit Committee, and Chair of the Committee for the Early Detection of Risk, and the appointment of Prof. Dr. Sinan Altan KOCAMAN to serve as Independent Member of the Board of Directors, Chair of the Committee for the Early Detection of Risk, and Member of the Audit Committee for a term of three (3) years have been approved. The said appointments were approved at the Ordinary General Assembly Meeting held on 09/04/2025.
- ▶ The Ordinary General Assembly Meeting of our Company for 2024 was held on Wednesday, April 9, 2025, at Kızılırmak Mahallesi 1445. Sokak No: 2B/18 The Paragon Tower Çankaya / ANKARA.
- ▶ Within our Company's registered capital ceiling of TRY 2,500,000,000.00, the issued capital of TRY 144,000,000.00 has been increased by TRY 792,000,000.00 — of which TRY 392,125,929.24 was covered from positive capital adjustment differences and TRY 399,874,070.76 from retained earnings from previous years — raising the issued capital from TRY 144,000,000.00 to TRY 936,000,000.00. The amendment to Article 6, titled 'Capital,' of our Company's Articles of Association was registered on October 17, 2025 and published in the Trade Registry Gazette dated October 17, 2025, numbered 11439.

### Events After the Balance Sheet Date

- ▶ The Income Statement, which has not been prepared in accordance with the Capital Markets Legislation and was submitted to the Tax Office as an attachment to our company's Provisional Corporate Tax Return for the period 01.01.2025 – 31.12.2025, is hereby disclosed to the public for informational purposes.



## **CORPORATE GOVERNANCE COMPLIANCE REPORT**

### **PART I- DECLARATION OF COMPLIANCE WITH CORPORATE GOVERNANCE PRINCIPLES**

In order for the companies to be permanent and their activities to be continuous, they should have a strong corporate identity as well as a sound financial structure. Fonet Information Technologies Inc. is aware that it has passed from having a good corporate identity in order to ensure permanence and create value, and places great importance on this structure within and outside the company. For the continuation of the corporate culture created in this direction, the Capital Markets Board["CMB"] is published in the Official Gazette No. 28871 dated January 3, 2014 ["Communique"] and its annex "Corporate Governance Principles" shows maximum care to comply with its regulations. All activities of our Company are carried out in compliance with the said Principles as well as all relevant legal regulations.

Our company during the 01.01.2025 - 31.12.2025 operating period; it complies with the "Corporate Governance Principles" published by the Capital Markets Board, excluding some of the principles outlined below and which we are obliged to abide by.

	Company Compliance Status					Explanation
	Yes	Partial	No	Exempted	Not Applicable	
<b>1.1. FACILITATING THE EXERCISE OF SHAREHOLDER RIGHTS</b>						
1.1.2 - Up-to-date information and disclosures which may affect the exercise of shareholder rights are available to investors at the corporate website.	X					
<b>1.2. RIGHT TO OBTAIN AND REVIEW INFORMATION</b>						
1.2.1- Management did not enter into any transaction that would complicate the conduct of special audit.	X					
<b>1.3. GENERAL ASSEMBLY</b>						
1.3.2 - The company ensures the clarity of the General Assembly agenda, and that an item on the agenda does not cover multiple topics.	X					
1.3.7 - Insiders with privileged information have informed the board of directors about transactions conducted on their behalf within the scope of the company's activities in order for these transactions to be presented at the General Shareholders' Meeting.					X	
1.3.8 - Members of the board of directors who are concerned with specific agenda items, auditors, and other related persons, as well as the officers who are responsible for the preparation of the financial statements were present at the General Shareholders' Meeting	X					
1.3.10-The agenda of the General Shareholders' Meeting included a separate item detailing the amounts and beneficiaries of all donations and contributions.	X					
1.3.11 - The General Shareholders' Meeting was held open to the public, including the stakeholders, without having the right to speak.	X					
<b>1.4. VOTING RIGHTS</b>						
1.4.1 - There is no restriction preventing shareholders from exercising their shareholder right.	X					
1.4.2-The company does not have shares that carry privileged voting rights.				X		As stated in article 6 of our company's Articles of Association, Group (A) shares have the privilege of determining the Members of the Board of Directors and voting right at the General Assembly Meeting while Group (B) shares do not have any privileges. Group (A) shareholders have 15 voting rights for each share, and (B) group shareholders have 1 voting right for each share right for each share in the Ordinary and Extraordinary General Assembly Meetings of the Company.
1.4.3 - The company withholds from exercising its voting rights at the General Shareholders' Meeting of any company with which it has cross-ownership, in case such cross-ownership provides management control.	X					

1.5. MINORITY RIGHTS						
1.5.1- The company pays maximum diligence to the exercise of minority rights	X					
1.5.2-The Articles of Association extend the use of minority rights to those who own less than one twentieth of the outstanding shares, and expand the scope of the minority rights.			X			Minority rights are not granted to those who have less than one-twentieth of the capital regarding Articles of Association and maximum attention is paid to minority rights within the framework of the general regulations in the legislation. No request has been received from the investors in this regard.
1.6. DIVIDEND RIGHT						
1.6.1 - The dividend policy approved by the General Shareholders' Meeting is posted on the company website.	X					
1.6.2 - The dividend distribution policy comprises the minimum information to ensure that the shareholders can have an opinion on the procedure and principles of dividend distributions in the future.	X					
1.6.3 - The reasons for retaining earnings, and their allocations, are stated in the relevant agenda item.	X					
1.6.4 - The board reviewed whether the dividend policy balances the benefits of the shareholders and those of the company.	X					
1.7. TRANSFER OF SHARES						
1.7.1 - There are no restrictions preventing shares from being transferred.	X					
2.1. CORPORATE WEBSITE						
2.1.1 - The company website includes all elements listed in Corporate Governance Principle 2.1.1.	X					
2.1.2- The shareholding structure (names, privileges, number and ratio of shares and beneficial owners of more than 5% of the issued share capital) is updated on the website at least every 6 months.	X					
2.1.4 - The company website is prepared in other selected foreign languages, in a way to present exactly the same information with the Turkish content.	X					Most of the content on our corporate website is in Turkish, and some documents are in English. In the coming years, it is planned to share the documents on the corporate website in English with the same content as Turkish.
2.2. ANNUAL REPORT						
2.2.1 - The board of directors ensures that the annual report represents a true and complete view of the company's activities.	X					
2.2.2 - The annual report includes all elements listed in Corporate Governance Principle 2.2.2.	X					
3.1. CORPORATION'S POLICY ON STAKEHOLDERS						
3.1.1- The rights of the stakeholders are protected pursuant to the relevant regulations, contracts and within the framework of bona fides principles.	X					
3.1.3 - Policies or procedures addressing stakeholders' right are published on the company's website.	X					

3.1.4 - A whistleblowing programme is in place for reporting legal and ethical issues.	X					
3.1.5 - The company addresses conflicts of interest among stakeholders in a balanced manner.	X					

### 3.2. SUPPORTING THE PARTICIPATION OF THE STAKEHOLDERS IN THE CORPORATION'S MANAGEMENT

3.2.1 - The Articles of Association or the internal regulations (terms of reference/manuals), regulate the participation of employees in management			X			Employees' participation in management is not regulated by the Articles of Association, but is determined by various practices within the company.
3.2.2 - Surveys/other research techniques, consultation, interviews, observation method etc. were conducted to obtain opinions from stakeholders on decisions that significantly affect them.	X					

### 3.3. HUMAN RESOURCES POLICY

3.3.1 - The company has adopted an employment policy ensuring equal opportunities, and a succession plan for all key managerial positions.	X					
3.3.2 - Recruitment criteria are documented.	X					
3.3.3 - The company has a policy on human resources development, and organises trainings for employees.	X					
3.3.4 - Meetings have been organised to inform employees on the financial status of the company, remuneration, career planning, education and health.	X					
3.3.5 - Employees, or their representatives, were notified of decisions impacting them. The opinion of the related trade unions was also taken.			X			Utmost care is taken to inform the employees and their representatives of the decisions that may affect the employees. However, due to the nature of the informatics sector in which our company operates, no opinion was received from any union.
3.3.6 - Job descriptions and performance criteria have been prepared for all employees, announced to them and taken into account to determine employee remuneration.	X					
3.3.7 - Measures (procedures, trainings, raising awareness, goals, monitoring, complaint mechanisms) have been taken to prevent discrimination, and to protect employees against any physical, mental, and emotional mistreatment.	X					
3.3.8 - The company ensures freedom of association and supports the right for collective bargaining.	X					
3.3.9 - A safe working environment for employees is maintained.	X					

### 3.4. RELATIONS WITH CUSTOMERS AND SUPPLIERS

3.4.1-The company measured its customer satisfaction, and operated to ensure full customer satisfaction.	X					
3.4.2 - Customers are notified of any delays in handling their requests.	X					
3.4.3 - The company complied with the quality standards with respect to its products and services.	X					
3.4.4 - The company has in place adequate controls to protect the confidentiality of sensitive information and business secrets of its customers and suppliers.	X					

3.5. ETHICAL RULES AND SOCIAL RESPONSIBILITY						
3.5.1 - The board of the corporation has adopted a code of ethics, disclosed on the corporate website.	X					
3.5.2- The company has been mindful of its social responsibility and has adopted measures to prevent corruption and bribery.	X					
4.1. ROLE OF THE BOARD OF DIRECTORS						
4.1.1-The board of directors has ensured strategy and risks do not threaten the long-term interests of the company, and that effective risk management is in place.	X					
4.1.2-The agenda and minutes of board meetings indicate that the board of directors discussed and approved strategy, ensured resources were adequately allocated, and monitored company and management performance.	X					
4.2. ACTIVITIES OF THE BOARD OF DIRECTORS						
4.2.1-The board of directors documented its meetings and reported its activities to the shareholders.	X					
4.2.2-Duties and authorities of the members of the board of directors are disclosed in the annual report.	X					
4.2.3 - The board has ensured the company has an internal control framework adequate for its activities, size and complexity.		X				There are practices that establish internal control within the working principles of our company. In the future, it will be considered to establish a separate Internal Control unit in line with the growth of our Company's scale
4.2.4-Information on the functioning and effectiveness of the internal control system is provided in the annual report.	X					Detailed information about the audit committee responsible for the functioning of the internal control system (number of meetings, etc.) is included in the annual report.
4.2.5 - The roles of the Chairman and Chief Executive Officer are separated and defined.	X					
4.2.7-The board of directors ensures that the Investor Relations department and the corporate governance committee work effectively. The board works closely with them when communicating and settling disputes with shareholders.	X					
4.2.8 - The company has subscribed to a Directors and Officers liability insurance covering more than 25% of the capital.				X		
4.3. STRUCTURE OF THE BOARD OF DIRECTORS						
4.3.9- The board of directors has approved the policy on its own composition, setting a minimal target of 25% for female directors. The board annually evaluates its composition and nominates directors so as to be compliant with the policy.	X					The rate of female members in our Board of Directors is 29%. Maximum care is taken to maintain this ratio even if a written policy has not been established.
4.3.10 - At least one member of the audit committee has 5 years of experience in audit/accounting and finance.	X					

#### 4.4. BOARD MEETING PROCEDURES

4.4.1 - Each board member attend the majority of the board meetings in person or via an electronic board meeting system		X				Since one of our members of the Board of Directors resides abroad, he cannot physically attend the meetings.
4.4.2 - The board has formally approved a minimum time by which information and documents relevant to the agenda items should be supplied to all board members.			X			The Board of Directors meetings are held in accordance with the Company's Articles of Association and the working principles of the Board of Directors. Although the mentioned regulations do not define a minimum period for sending documents related to the meetings, it is ensured that information and documents are sent to all members within a sufficient period of time.
4.4.3 - The opinions of board members that could not attend the meeting, but did submit their opinion in written format, were presented to other members.	X					
4.4.4 - Each member of the board has one vote.	X					
4.4.5 - The board has a charter/written internal rules defining the meeting procedures of the board.	X					
4.4.6 -Board minutes document that all items on the agenda are discussed, and board resolutions include director's dissenting opinions if any.	X					
4.4.7 - There are limits to external commitments of board members. Shareholders are informed of board members' external commitments at the General Shareholders' Meeting.				X		Due to the experience of our Board Members, there is no need for such a restriction. The duties taken by the members of the Board of Directors outside the company were presented to the shareholders at the General Assembly meeting.

#### 4.5. BOARD COMMITTEES

4.5.5 - Board members serve in only one of the Board's committees.				X		Assignments to committees are made in accordance with the relevant regulations, taking into account the knowledge and experience of our Board Members. Our Board Members can take part in more than one committee due to their experience level. This member provides communication and increases cooperation opportunities between committees dealing with related issues.
4.5.6-Committees have invited persons to the meetings as deemed necessary to obtain their views.				X		There has not been any such situation in 2025.
4.5.7 - If external consultancy services are used, the independence of the provider is stated in the annual report.					X	Counseling service has not been received.
4.5.8 - Minutes of all committee meetings are kept and reported to board members.	X					

## 4.6. FINANCIAL RIGHTS

4.6.1 - The board of directors has conducted a board performance evaluation to review whether it has discharged all its responsibilities effectively.			X			The necessary evaluation has been made in the message of the Chairman of the Board of Directors of the annual report, and no special work has been conducted at the Board level for performance evaluation.
4.6.4 - The company did not extend any loans to its board directors or executives, nor extended their lending period or enhanced the amount of those loans, or improve conditions thereon, and did not extend loans under a personal credit title by third parties or provided guarantees such as surety in favour of them.	X					
4.6.5 - The individual remuneration of board members and executives is disclosed in the annual report.			X			Remuneration for the members of the Board of Directors and executives with administrative responsibilities is generally explained in the Independent Audit Report published in the Annual Report.



## CORPORATE GOVERNANCE INFORMATION FORM 2025

### 1. SHAREHOLDERS

#### 1.1. Facilitating the Exercise of Shareholders Rights

The number of investor meetings (conference, seminar/etc.) organised by the company during the year	4 Piece
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#### 1.2. Right to Obtain and Examine Information

The number of special audit request(s)	There has not been any such situation.
The number of special audit requests that were accepted at the General Shareholders' Meeting	There has not been any such situation.

#### 1.3. General Assembly

Link to the PDP announcement that demonstrates the information requested by Principle 1.3.1. (a-d)	<a href="https://www.kap.org.tr/Bildirim/1405906">https://www.kap.org.tr/Bildirim/1405906</a>
Whether the company provides materials for the General Shareholders' Meeting in English and Turkish at the same time	Only in Turkish.
The links to the PDP announcements associated with the transactions that are not approved by the majority of independent directors or by unanimous votes of present board members in the context of Principle 1.3.9	There has not been any such situation.
The links to the PDP announcements associated with related party transactions in the context of Article 9 of the Communiqué on Corporate Governance (II-17.1)	There has not been any such situation.
The links to the PDP announcements associated with common and continuous transactions in the context of Article 10 of the Communiqué on Corporate Governance (II-17.1)	There has not been any such situation.
The name of the section on the corporate website that demonstrates the donation policy of the company	Investor Relations / Policies / Donation and Aid Policy
The relevant link to the PDP with minute of the General Shareholders' Meeting where the donation policy has been approved	<a href="https://www.kap.org.tr/Bildirim/1422003">https://www.kap.org.tr/Bildirim/1422003</a>
The number of the provisions of the articles of association that discuss the participation of stakeholders to the General Shareholders' Meeting	NA
Identified stakeholder groups that participated in the General Shareholders' Meeting, if any	<a href="https://www.kap.org.tr/Bildirim/1422003">https://www.kap.org.tr/Bildirim/1422003</a>

#### 1.4. Voting Rights

Whether the shares of the company have differential voting rights	Yes
in case that there are voting privileges, indicate the owner and percentage of the voting majority of shares.	(A) group shareholders have 15 voting rights for each share, and (B) group shareholders have 1 voting right for each share in the company's ordinary and extraordinary general assembly meetings.
The percentage of ownership of the largest shareholder	38,35 %

#### 1.5. Minority Rights

Whether the scope of minority rights enlarged (in terms of content or the ratio) in the articles of the association	No
If yes, specify the relevant provision of the articles of association.	-

#### 1.6. Dividend Right

The name of the section on the corporate website that describes the dividend distribution policy	Investor Relations / Policies / Profit Distribution Policy
Minutes of the relevant agenda item in case the board of directors proposed to the general assembly not to distribute dividends, the reason for such proposal and information as to use of the dividend.	It proceeded to item number 10 of the agenda regarding the discussion and decision of the Board's proposal not to distribute the profits for the year 2024. Decision No. 2025/03 dated 12.03.2025 by our Board of Directors pursuant to the provisions of Turkish Commercial Code and the Capital Markets Board within the framework of Turkey Accounting / Financial Reporting Standards and prepared in accordance Eren Independent Auditor and Certified Financial Consulting Inc. According to our financial statements for the fiscal period 01.01.2024 - 31.12.2024, the remaining profit after allocating general legal reserves from the profit obtained as a result of the activities of 2024, giving the information that a total of 150.239.241,00 Turkish Liras has been obtained. The proposal to keep the company in the account of previous years' profits was presented to the approval of the General Assembly, and it was unanimously accepted with votes.
PDP link to the related general shareholder meeting minutes in case the board of directors proposed to the general assembly not to distribute dividends	<a href="https://www.kap.org.tr/en/Bildirim/1422003">https://www.kap.org.tr/en/Bildirim/1422003</a>

## GENERAL ASSEMBLY MEETINGS

General Meeting Date	The number of information requests received by the company regarding the clarification of the agenda of the General Shareholders' Meeting	Shareholder participation rate to the General Shareholders' Meeting	Percentage of shares directly present at the GSM	Percentage of shares represented by proxy	Specify the name of the page of the corporate website that contains the General Shareholders' Meeting minutes, and also indicates for each resolution the voting levels for or against	Specify the name of the page of the corporate website that contains all questions asked in the general assembly meeting and all responses to them	The number of the relevant item or paragraph of General Shareholders' Meeting minutes in relation to related party transactions	The number of declarations by insiders received by the board of directors	The link to the related PDP general shareholder meeting notification
09/04/2025	0	38,47%	38,47%	%0	Investor Relations / General Assembly / Meeting Minutes of 2024	Investor Relations / General Assembly / Meeting Minutes of 2024	Agenda No:13	29	<a href="https://www.kap.org.tr/en/Bildirim/1422003">https://www.kap.org.tr/en/Bildirim/1422003</a>

## 2. DISCLOSURE AND TRANSPARENCY

<b>2. DISCLOSURE AND TRANSPARENCY</b>	
<b>2.1. Corporate Website</b>	
Specify the name of the sections of the website providing the information requested by the Principle 2.1.1.	Investor Relations
If applicable, specify the name of the sections of the website providing the list of shareholders (ultimate beneficiaries) who directly or indirectly own more than 5% of the shares.	Investor Relations / Corporate Management / Capital Structure
List of languages for which the website is available	Turkish - English
<b>2.2. Annual Report</b>	
<b>The page numbers and/or name of the sections in the Annual Report that demonstrate the information requested by principle 2.2.2.</b>	
a) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the duties of the members of the board of directors and executives conducted out of the company and declarations on independence of board members	Board of Directors
b) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on committees formed within the board structure	Committees Established within the Board of Directors
c) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the number of board meetings in a year and the attendance of the members to these meetings	Board of Directors
ç) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on amendments in the legislation which may significantly affect the activities of the corporation	Financial Condition of the Company
d) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on significant lawsuits filed against the corporation and the possible results thereof	There are no significant lawsuits filed against our company that could affect our company's financial status and activities.
e) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the conflicts of interest of the corporation among the institutions that it purchases services on matters such as investment consulting and rating and the measures taken by the corporation in order to avoid from these conflicts of interest	There has not been any such situation.
f) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the cross ownership subsidiaries that the direct contribution to the capital exceeds 5%	-
g) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on social rights and professional training of the employees and activities of corporate social responsibility in respect of the corporate activities that arises social and environmental results	Human Resources

## 3. STAKEHOLDERS

<b>3. STAKEHOLDERS</b>	
<b>3.1. Corporation's Policy on Stakeholders</b>	
The name of the section on the corporate website that demonstrates the employee remedy or severance policy	The company does not have any compensation policy.
The number of definitive convictions the company was subject to in relation to breach of employee rights	NA
The position of the person responsible for the alert mechanism (i.e. whistleblowing mechanism)	Manager of Human Resources
The contact detail of the company alert mechanism	The Human Resources Department can be reached by calling 312 438 49 19.

### 3.2. Supporting the Participation of the Stakeholders in the Corporation's Management

Name of the section on the corporate website that demonstrates the internal regulation addressing the participation of employees on management bodies	Investor Relations / Policies / Stakeholder Policy
Corporate bodies where employees are actually represented	NA

### 3.3. Human Resources Policy

The role of the board on developing and ensuring that the company has a succession plan for the key management positions	The board makes suggestions and recommendations in developing a succession plan for key management positions.
The name of the section on the corporate website that demonstrates the human resource policy covering equal opportunities and hiring principles. Also provide a summary of relevant parts of the human resource policy.	Human Resources / HR Policy
Whether the company provides an employee stock ownership programme	Pay edindirme planı bulunmuyor (There isn't employee stock ownership programme)
The name of the section on the corporate website that demonstrates the human resource policy covering discrimination and mistreatments and the measures to prevent them. Also provide a summary of relevant parts of the human resource policy.	Human Resources / HR Policy
The number of definitive convictions the company is subject to in relation to health and safety measures	NA

### 3.5. Ethical Rules and Social Responsibility

The name of the section on the corporate website that demonstrates the code of ethics	Investor Relations / Policies
The name of the section on the company website that demonstrates the corporate social responsibility report. If such a report does not exist, provide the information about any measures taken on environmental, social and corporate governance issues.	Investor Relations / Policies / Stakeholder Policy
Any measures combating any kind of corruption including embezzlement and bribery	Investor Relations / Policies / Ethics Policy



## 4. BOARD OF DIRECTORS-I

### 4. BOARD OF DIRECTORS-I

#### 4.2. Activity of the Board of Directors

Date of the last board evaluation conducted	NA
Whether the board evaluation was externally facilitated	Hayır (No)
Whether all board members released from their duties at the GSM	Evet (Yes)
Name(s) of the board member(s) with specific delegated duties and authorities, and descriptions of such duties	Board of Directors President - Abdülkerim GAZEN
Number of reports presented by internal auditors to the audit committee or any relevant committee to the board	In the organizational structure of our company a separate Internal Control Unit has not been established as the Committee's work is considered sufficient in terms of Internal Control System. In addition, although there are practices to establish internal control within the working principles of our company; in the future, it will be evaluated to establish a separate Internal Control unit in line with the growth of our company scale.
Specify the name of the section or page number of the annual report that provides the summary of the review of the effectiveness of internal controls	NA

Name of the Chairman	Abdülkerim GAZEN
Name of the CEO	Mehmet GAZEN / Şahin AYDIN
If the CEO and Chair functions are combined: provide the link to the relevant PDP announcement providing the rationale for such combined roles	There has not been any such situtaion.
Link to the PDP notification stating that any damage that may be caused by the members of the board of directors during the discharge of their duties is insured for an amount exceeding 25% of the company's capital	NA
The name of the section on the corporate website that demonstrates current diversity policy targeting women directors	NA
The number and ratio of female directors within the Board of Directors	Number: 2 Percentage: 29%

## COMPOSITION OF BOARD OF DIRECTORS

Name, Surname of Board Member	Whether Executive Director Or Not	Whether Independent Director Or Not	The First Election Date To Board	Link To PDP Notification That Includes The Independency Declaration	Whether the Independent Director Considered By The Nomination Committee	Whether She/He is the Director Who Ceased to Satisfy The Independence or Not	Whether The Director Has At Least 5 Years' Experience On Audit, Accounting And/Or Finance Or Not
ABDÜLKERİM GAZEN	Executive	Not Independent Director	10/01/2001		Not considered	No	Yes
YASEMİN ŞAH	Executive	Not Independent Director	24/07/2015		Not considered	No	Yes
EMRE SEZGİN	Executive	Not Independent Director	24/07/2015		Not considered	No	No
DANIEL ANDERS HENRIK WERNER	Non-Executive	Not Independent Director	29/04/2016		Not considered	No	No
NİSABEYİM GAZEN	Non-Executive	Not Independent Director	15/04/2019		Not considered	No	No
MUHAMMET ALİ AKCAYOL	Non-Executive	Independent Director	10/05/2023	<a href="https://www.kap.org.tr/en/Bildirim/1137018">https://www.kap.org.tr/en/Bildirim/1137018</a>	Considered	No	Yes
SİNAN ALTAN KOCAMAN	Non-Executive	Independent Director	09/04/2025	<a href="https://www.kap.org.tr/en/Bildirim/1405883">https://www.kap.org.tr/en/Bildirim/1405883</a>	Considered	No	Yes

<b>4. BOARD OF DIRECTORS-II</b>	
<b>4.4. Meeting Procedures of the Board of Directors</b>	
Number of physical or electronic board meetings in the reporting period	23
Director average attendance rate at board meetings	90%
Whether the board uses an electronic portal to support its work or not	No
Number of minimum days ahead of the board meeting to provide information to directors, as per the board charter	It is ensured that information and documents are sent to all members within a reasonable time.
The name of the section on the corporate website that demonstrates information about the board charter	There are internal rules that determine how the Board of Directors meetings will be held. However, these are not available on the corporate website.
Number of maximum external commitments for board members as per the policy covering the number of external duties held by directors	NA
<b>4.5. Board Committees</b>	
Page numbers or section names of the annual report where information about the board committees are presented	Committees Established within the Board of Directors
Link(s) to the PDP announcement(s) with the board committee charters	<a href="https://www.kap.org.tr/en/Bildirim/1422270">https://www.kap.org.tr/en/Bildirim/1422270</a>

## COMPOSITION OF BOARD COMMITTEES-I

Names Of The Board Committees	Name Of Committees Defined As "Other" In The First Column	Name-Surname of Committee Members	Whether Committee Chair Or Not	Whether Board Member Or Not
Audit Committee	-	Muhammet Ali AKCAYOL	Yes	Board member
Audit Committee	-	Sinan Altan KOCAMAN	No	Board member
Corporate Governance Committee	-	Muhammet Ali AKCAYOL	Yes	Board member
Corporate Governance Committee	-	Emre SEZGİN	No	Board member
Corporate Governance Committee	-	Meltem KAVAK	No	Not board member
Committee of Early Detection of Risk	-	Sinan Altan KOCAMAN	Yes	Board member
Committee of Early Detection of Risk	-	Emre SEZGİN	No	Board member

<b>BOARD OF DIRECTORS-III</b>	
<b>4.5. Board Committees-II</b>	
Specify where the activities of the audit committee are presented in your annual report or website (Page number or section name in the annual report/website)	Committees Established within the Board of Directors
Specify where the activities of the corporate governance committee are presented in your annual report or website (Page number or section name in the annual report/website)	Committees Established within the Board of Directors
Specify where the activities of the nomination committee are presented in your annual report or website (Page number or section name in the annual report/website)	The duties of the Nomination Committee are carried out by the Corporate Governance Committee.
Specify where the activities of the early detection of risk committee are presented in your annual report or website (Page number or section name in the annual report/website)	Committees Established within the Board of Directors
Specify where the activities of the remuneration committee are presented in your annual report or website (Page number or section name in the annual report/website)	The duties of the Remuneration Committee are carried out by the Corporate Governance Committee.
<b>4.6. Financial Rights</b>	
Specify where the operational and financial targets and their achievement are presented in your annual report (Page number or section name in the annual report)	Financial Condition of the Company
Specify the section of website where remuneration policy for executive and non-executive directors are presented.	Investor Relations / Policies
Specify where the individual remuneration for board members and senior executives are presented in your annual report (Page number or section name in the annual report)	Policies

## COMPOSITION OF BOARD COMMITTEES - II

Names Of The Board Committees	Name of committees defined as "Other" in the first column	The Percentage Of Non-executive Directors	The Percentage Of Independent Directors In The Committee	The Number Of Meetings Held In Person	The Number Of Reports On Its Activities Submitted To The Board
Audit Committee	-	100%	100%	5	5
Corporate Governance Committee	-	67%	33%	3	3
Committee of Early Detection of Risk	-	50%	50%	7	7

	Company Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
	Yes	Partial	No	Not Applicable		
<b>Sustainability Compliance Report</b>						
<b>A. GENERAL PRINCIPLES</b>						
<b>A1. Strategy, Policy and Goals</b>						
A1.1. The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.		X			Corporate Governance Committee was established and its working principles were disclosed to the public.	<a href="https://www.kap.org.tr/en/Bildirim/14222270">https://www.kap.org.tr/en/Bildirim/14222270</a>
A1.1. The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors.		X			Ethical Rules Policy and Stakeholder Disclosure Policy are available	<a href="https://www.fonetbt.com/en/policies/">https://www.fonetbt.com/en/policies/</a>
A1.2. The short and long-term targets set within the scope of ESG policies have been disclosed to the public.			X		No explanation has been given in this context	
<b>A2. Implementation/Monitoring</b>						
A2.1. The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.		X			Corporate Governance Committee was established and its working principles were disclosed to the public.	<a href="https://www.kap.org.tr/en/Bildirim/14222270">https://www.kap.org.tr/en/Bildirim/14222270</a>
A2.1. The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.	X					2025 Annual Report
A2.2. In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public			X		No explanation has been given in this context	
A2.3. The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.			X		No explanation has been given in this context	
A2.4. The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.			X		No explanation has been given in this context	
<b>A3. Reporting</b>						
A3.1. The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate and sufficient manner.		X			Sustainability Principles Compliance Policy is available	<a href="https://www.fonetbt.com/en/policies/">https://www.fonetbt.com/en/policies/</a>
A3.2. The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.			X		No explanation has been given in this context	
A3.3. The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.			X		There is no case opened.	

<b>A4. Verification</b>					
A4.1. The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed			X		No explanation has been given in this context
<b>B. ENVIRONMENTAL PRINCIPLES</b>					
B1. The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.			X		No explanation has been given in this context
B2. The environmental reports prepared to provide information on environmental management have been disclosed to the public which is including the scope, reporting period, reporting date and limitations about the reporting conditions.			X		No explanation has been given in this context
B4. The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).			X		No explanation has been given in this context
B5. How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.			X		No explanation has been given in this context
B7. The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.			X		No explanation has been given in this context
B8. Whether the Company have been involved to environmental related organizations and non-governmental organizations' policy making processes and collaborations with these organizations has been disclosed.			X		No explanation has been given in this context
B9. In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.				X	
B10. Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.			X		No explanation has been given in this context
B11. The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.			X		No explanation has been given in this context
B12. The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.			X		No explanation has been given in this context
B13. A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.			X		No explanation has been given in this context
B14. The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been established and disclosed.				X	
B14. The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.				X	
B15. The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.			X		No explanation has been given in this context

B16. The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.			X		No explanation has been given in this context	
B17. The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.				X		
B18. The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.				X		
B19. The renewable energy production and usage data has been publicly disclosed.				X		
B20. The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.				X		
B21. The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.			X		No explanation has been given in this context	
B22. The information related to whether Company's operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).				X		
B23. The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.				X		
B24. If carbon pricing is applied within the Company, the details have been disclosed.				X		
B25. The platforms where the Company discloses its environmental information have been disclosed.			X		No explanation has been given in this context	

## C. SOCIAL PRINCIPLES

### C1. Human Rights and Employee Rights

C1.1. The Institutional Human Rights and Employee Rights Policy has been established in the light of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The policy and the officials that responsible for the implementation of it have been determined and disclosed.			X		Human Resources Policy is available	<a href="https://www.fonetbt.com/en/our-human-resources-policy/">https://www.fonetbt.com/en/our-human-resources-policy/</a>
C1.2. Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc., such as non-discrimination) are included in its policy on employee rights.	X				Stakeholder Disclosure Policy is available.	<a href="https://www.fonetbt.com/en/policies/">https://www.fonetbt.com/en/policies/</a>
C1.3. The measures taken for the minority rights/equality of opportunity or the ones who are sensitive about certain economic, environmental, social factors (low income groups, women, etc.) along the supply chain have been disclosed.				X	No explanation has been given in this context	
C1.4. The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.				X	No explanation has been given in this context	
C1.5. Investments in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.	X				Ethical Rules Policy and Stakeholder Disclosure Policy are available	<a href="https://www.fonetbt.com/en/policies/">https://www.fonetbt.com/en/policies/</a>

C1.5. The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.	X				Ethical Rules Policy and Stakeholder Disclosure Policy are available	<a href="https://www.fonetbt.com/en/policies/">https://www.fonetbt.com/en/policies/</a>
C1.5. The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.			X		No explanation has been given in this context	
C1.6. The occupational health and safety policies have been established and disclosed.		X			Activities regarding occupational health and safety practices are carried out in accordance with the legislation and the Company structure.	<a href="https://www.fonetbt.com/en/policies/">https://www.fonetbt.com/en/policies/</a>
C1.6. The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.			X		Maximum effort is made to take measures to prevent occupational accidents and protect health and to comply with the rules completely.	
C1.7. The personal data protection and data security policies have been established and disclosed.	X				Information Security Policy is available.	<a href="https://www.fonetbt.com/en/our-policies/">https://www.fonetbt.com/en/our-policies/</a>
C1.8. The ethics policy have been established and disclosed.	X				Ethical Rules Policy is available	<a href="https://www.fonetbt.com/en/policies/">https://www.fonetbt.com/en/policies/</a>
C1.9. The studies related to social investment, social responsibility, financial inclusivity and access to finance have been explained.			X		No explanation has been given in this context	
C1.10. The informative meetings and training programs related to ESG policies and practices have been organized for employees.			X		It is planned to organize informative meetings and training programs for employees on ESG policies and practices in the future.	
<b>C2. Stakeholders, International Standards and Initiatives</b>						
C2.1. The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.	X				Ethical Rules Policy is available	<a href="https://www.fonetbt.com/en/policies/">https://www.fonetbt.com/en/policies/</a>
C2.2. The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.			X		All developments regarding the company are instantly shared on the websites <a href="http://www.kap.org.tr">www.kap.org.tr</a> and <a href="http://www.fonetbt.com">www.fonetbt.com</a>	
C2.3. The international reporting standards that adopted in reporting have been explained.			X		No explanation has been given in this context	
C2.4. The principles adopted regarding sustainability, the signatory or member international organizations, committees and principles have been disclosed.			X		No explanation has been given in this context	
C2.5. The improvements have been made and studies have been carried out in order to be included in the Borsa Istanbul sustainability indices and/or international index providers.			X		Efforts to comply with the Sustainability Principle are ongoing and no action has been taken to be included in the sustainability index.	
<b>D. CORPORATE GOVERNANCE PRINCIPLES</b>						
D1. The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.			X		It is planned to carry out studies on this subject in the future.	
D2. The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.			X		It is planned to carry out studies on this subject in the future.	

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