

FONET BİLGİ TEKNOLOJİLERİ A.Ş.

Sustainability Compliance Report

2025 - Annual Notification

Summary

2025 Sustainability Compliance Report



Related Companies

Related Funds

	Company Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
	Yes	Partial	No	Not Applicable		
Sustainability Compliance Report						
A. GENERAL PRINCIPLES						
A1. Strategy, Policy and Goals						
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.	https://www.kap.org.tr/en/Bildirim/1422270
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	https://www.fonetbt.com/en/policies/
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	
A2. Implementation/Monitoring						
A2.1. The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG issues in the Company and their duties have been identified and disclosed to the public.	X				Corporate Governance Committee was established and its working principles were disclosed to the public.	https://www.kap.org.tr/en/Bildirim/1422270
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	
A3. Reporting						
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	https://www.fonetbt.com/en/policies/
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.	
A4. Verification						
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. ENVIRONMENTAL PRINCIPLES						
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,			X			

reporting period, reporting date and limitations about the reporting conditions.				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 ligh 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	https://www.fonetbt.com/en/our-human-resources-policy/
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.	https://www.fonetbt.com/en/policies/
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	https://www.fonetbt.com/en/policies/
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	https://www.fonetbt.com/en/policies/
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.	https://www.fonetbt.com/en/policies/
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.	https://www.fonetbt.com/en/our-policies/
C1.8. The ethics policy have been established and disclosed.	X			Ethical Rules Policy is available	https://www.fonetbt.com/en/policies/
C1.9. The studies related to social investment, social responsibility, finansal 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.	
C2. Stakeholders, International Standards and Initiatives					
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	https://www.fonetbt.com/en/policies/
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 www.kap.org.tr and www.fonetbt.com	

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.
D. CORPORATE GOVERNANCE PRINCIPLES			
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.