

Penta Teknoloji

Sustainability Report

2022



“

Penta Teknoloji offers an "Inclusive" and "Safe" working environment with a "People-Oriented" perspective. Adhering to "Ethical Principles", it adopts a sustainability approach based on "Success".

CONTENTS

03 / About the Report

04 / General Manager's Message

05 / Company Profile

16 / Stakeholder Analysis



EMPLOYEE



ENVIRONMENT

21 / Sustainability Strategy

22 / Value Chain

30 / Employee

44 / Environment

51 / Society



SOCIETY



VALUE CHAIN

53 / Appendix

55 / GRI Index

About the Report



As Penta Teknoloji Ürünleri Dağıtım Ticaret A.Ş. ("Penta Teknoloji" or "Company"), we publish our first sustainability report, in which we transparently share our economic, corporate governance, social and environmental performance for the period January 1 - December 31, 2022, with our stakeholders, including our contribution to the 2030 UN Sustainable Development Goals. Our sustainability report has been prepared in accordance with the "Basic" option of the GRI Standards, under the headings of Value Chain, Employee, Environment and Society, which are the 4 main strategies of our sustainability approach. In the report, our performance is revealed by making comparisons with previous years where necessary.

“

You can send all your questions, opinions and suggestions about our reports and sustainability studies to surdurulebilirlik@penta.com.tr.

”



General Manager's Message

Fatih Erünsal



Dear Stakeholders,

As Penta Teknoloji, which makes valuable contributions to Türkiye's digitalization vision by distributing the products of the world's leading brands in the field of information technologies, we will remember 2022 as a year full of success. Leading the sector with its 33 years of experience, our Company has gained a respectable place for itself through its successful mergers and acquisitions with leading companies over the years. Last year, we continued our growth performance with the support of our business partners and stakeholders.

We are present at every point where technology meets consumers, from retail technology markets to value-added corporate resellers and e-commerce platforms with more than 9 thousand business partners and we touch all segments of society with our wide range of products and services ranging from individual consumer products to corporate needs.

We observe an increasing demand for Penta Teknoloji's solutions offered to business partners in areas such as remote working and training, big data, cloud technologies, IoT, artificial intelligence, productivity, automation, e-commerce, cyber security, etc., which are accelerated by the digital transformation all over the world. In this context of rapid digitalization of business processes, we make a difference in the sector with our value-added services such as Penta Integration, Penta Subscription Management, Penta MyWarehouse, Penta Technology Centers, which we have implemented with innovative digital infrastructures.

The concept of sustainability, which is an integral part of our corporate culture, guides every step we take while shaping the future today. We focus on the satisfaction of our employees with the awareness that reaching the perfect customer experience is possible with the happiness of our employees. We support the professional and personal development of our employees at all levels with trainings, and we improve our in-house facilities with the organizational health checks we organize periodically. We arrange organizations and events that will strengthen the cooperation of all our teams and enable them to enjoy their time together while socializing.

With the belief that we owe our contribution to the society we live in, we owe to future generations, we carry out activities to support education through our social responsibility projects. With the support of our employees, we contribute to our aid campaigns for village schools at the Company level. Likewise, we organize aids for the needs of stray animals. In order to leave a more livable world to future generations, we successfully continue our practices such as the "digital warranty card", which we started to reduce paper and plastic consumption.

In recent years, digital awareness has increased rapidly in our country as in the whole world. Both the global and local market have matured. In 2023 and the following years, digitalization and infrastructure works to support it will be an important field of activity for us. As Penta Teknoloji, we want to be present in many areas of technology needed in the digital transformation of our country. We aim to contribute to this transformation by continuing to bring the technologies of world famous brands together with Türkiye. With your support, our esteemed stakeholders, we will continue to work with all our strength in order to bring Penta Teknoloji to greater goals.

Fatih Erünsal
Penta Teknoloji General Manager



Penta Teknoloji, which was founded in a small office in 1990, is one of Türkiye's leading value-added technology distributors that distributes the most advanced global and local technology products in a fast and secure manner.

Penta Teknoloji has been working with the aim of making its business partners more efficient, more profitable and competitive with its expertise in the sector, operational efficiency, different financial solutions, strong distribution network and IT infrastructure since the day it was founded.

Distributing more than 40 technology brands in Türkiye, Penta Teknoloji offers end-to-end solutions with over 9.000 business partners and stands out with the value-added services it has developed in the field of technology distribution and its investments in digitalization.

With more than 30 years of experience in the sector, Penta Teknoloji, as one of the most rooted technology distributors in Türkiye, has added a new success with the public offering step, and started to be traded on Borsa İstanbul Yıldız Market with the ticker "PENTA" as of May 2021.

Today, Penta Teknoloji continues to be at the meeting point of all suppliers that offer technology products to the market and all customers who demand these products, while carrying out its activities with the vision of "making all stakeholders happy".

About Penta Teknoloji





People Oriented: Concepts such as respect, affinity and loyalty are at the center of all values. The essence of this value is to continue the process from the first application of the employees to their graduation from Penta Teknoloji, with a positive perception applying "Penta Makes All Stakeholders Advance Forward" perspective.

Trust: Exhibiting fair and honest approaches is the Company's top priority, without exception. It refers to the creation of an environment where employees can act with confidence in the Company, their colleagues and business partners.

Success: One of the main focuses of Penta Teknoloji is to achieve the desired success by realizing the goals and objectives of the Company and its stakeholders with the mutual cooperation.

Inclusiveness: Penta Teknoloji human resources practices are advancing with a principle based on justice and merit, by including everyone without any discrimination based on race, language, religion or gender among any employees.

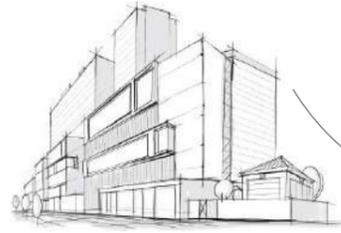
Ethics: Respecting the dignity of all stakeholders, acting honestly, ethically and with social responsibility awareness, and displaying sincere and fair approaches are the highest priorities of Penta Teknoloji without exception.

Penta Teknoloji Company Values

“ In our journey to go beyond good, we want to reach the goals we have set together with our employees. With the Penta Teknoloji experience we have created and will create, our main goal is to create the thought of "glad it is Penta Teknoloji" in emotions and minds. ”



Penta Teknoloji Milestones



1990

Penta Bilgisayar
was Founded



1997
-bayinet

The First B2B E-commerce
Platform in the Industry
was Established



2008

Became Türkiye's 4th
Fastest Growing Company¹
in the Last 10 Years



2011

YILDIZ ★ HOLDING
Joined
Yıldız Holding



2012
-penta

Penta Bilgisayar Merged with
Mersa Sistem and Became
Penta Teknoloji



2021

As of May, Penta Teknoloji Started to be Traded on
Borsa İstanbul Yıldız Market with the Ticker "PENTA"

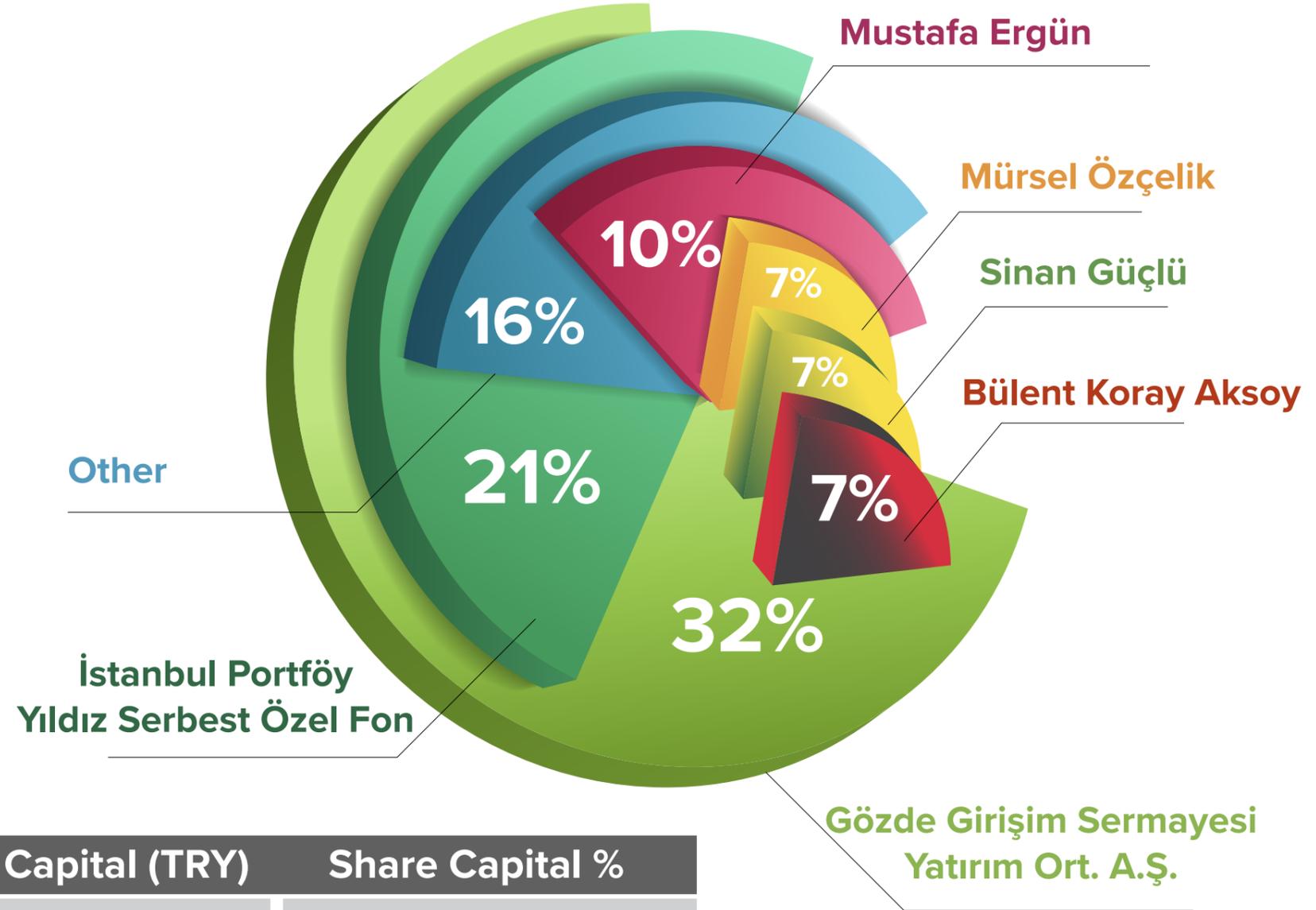


2015 - 2013

Acquisitions of Medyasoft, Ekip Elektronik,
Beyaz İletişim and Sayısal Grafik



Shareholder Structure



Shareholders	Share Capital (TRY)	Share Capital %
Gözde Girişim Sermayesi Yatırım Ort. A.Ş.	126.753.831	32,21
İstanbul Portföy Yıldız Serbest Özel Fon	80.771.400	20,53
Mustafa Ergün	40.105.174	10,19
Mürsel Özçelik	28.202.870	7,17
Sinan Güçlü	27.787.492	7,06
Bülent Koray Aksoy	27.671.870	7,03
Other	62.223.363	15,81

Shareholder structure as of 31.12.2022.

Economic Highlights



“Penta Teknoloji carries out its activities with the vision of **making all its stakeholders happy**, and continues to be at the meeting point of suppliers that offer technology products to the market and customers who demand these products.”



40+
Global Vendors



12
Sole Distributorships



9.000+
Business Partners

9,8
billion TRY
Net Sales

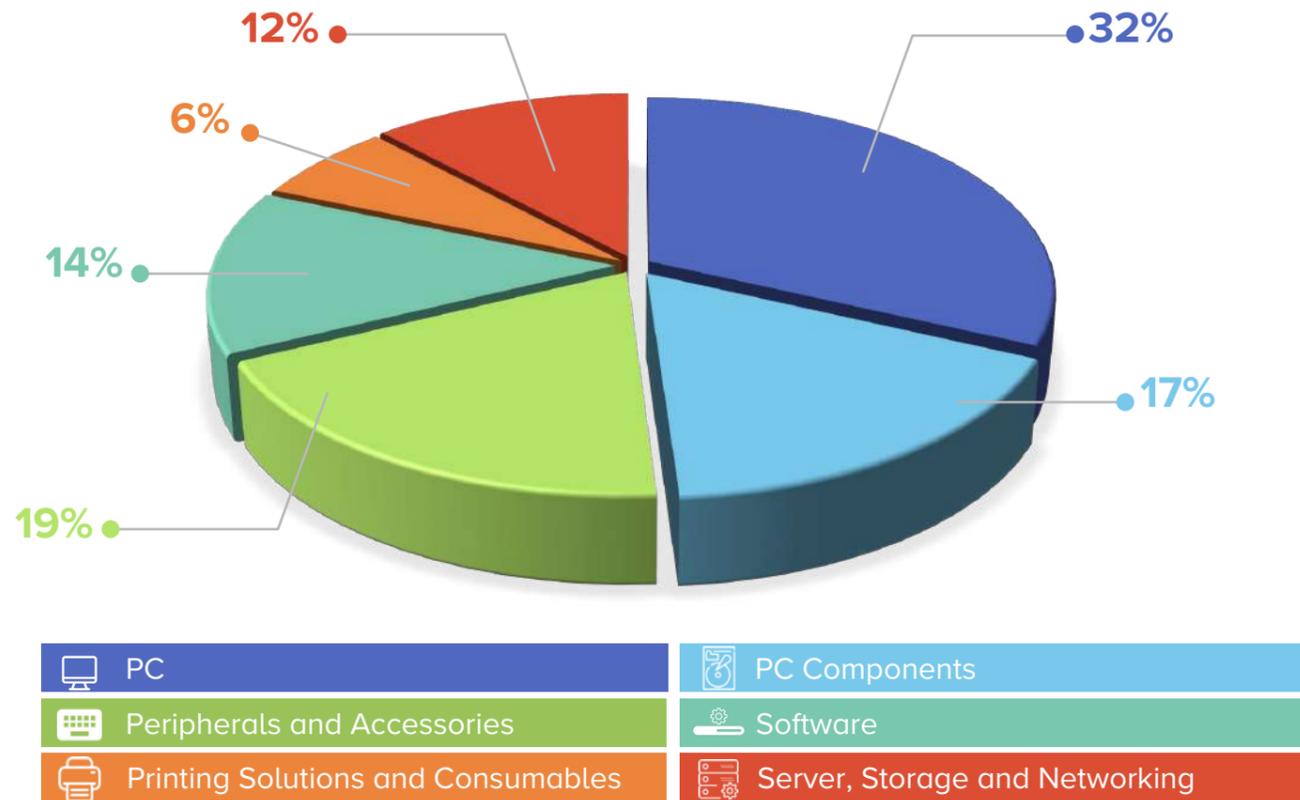
7,8%
Gross Profit Margin

5,7%
EBITDA Margin





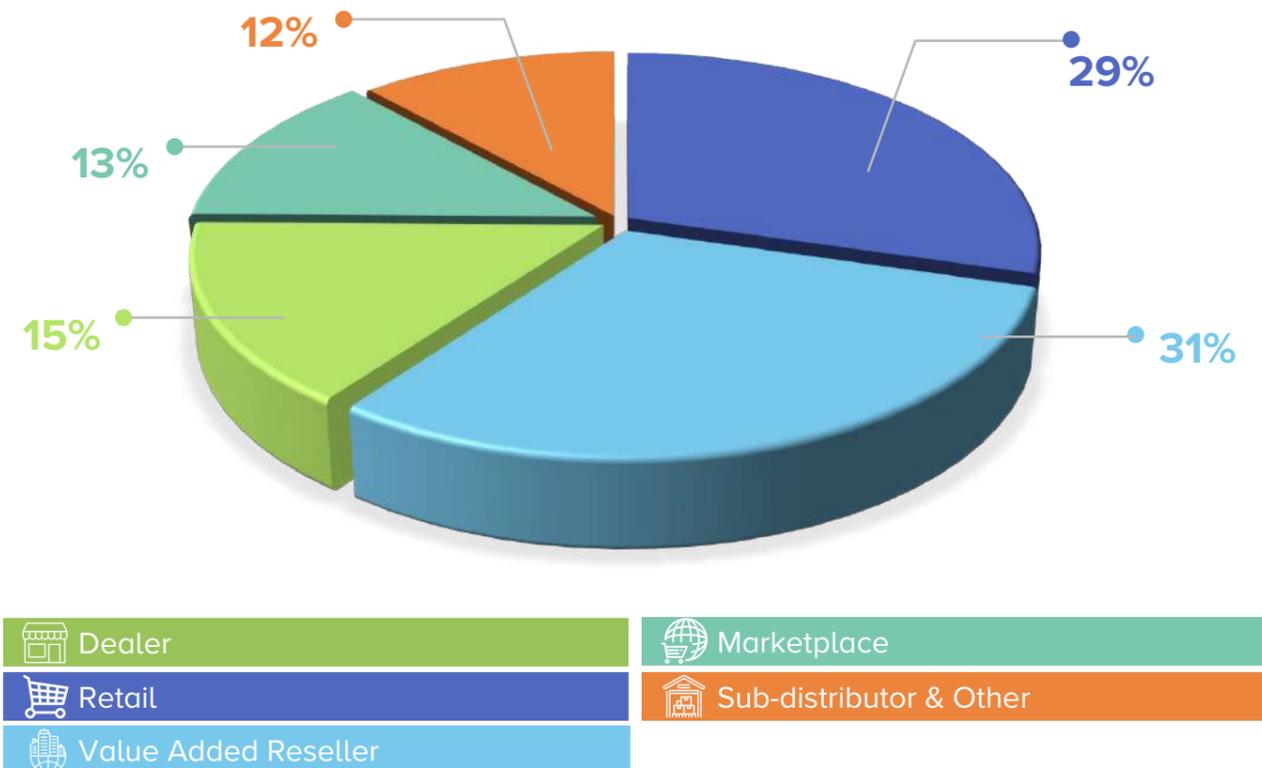
Category Sales



Financial Performance

TRY	2020	2021	2022
Net Sales	4.206.483.149	5.659.271.479	9.783.134.720
Gross Profit	315.385.353	405.358.758	760.972.493
Operating Profit	140.566.838	171.056.323	395.043.733
Net Profit / (Loss)	11.108.547	(19.178.398)	103.680.477
Equity	210.791.627	967.100.992	1.466.638.913

Channel Sales



Corporate Governance



Penta Teknoloji's corporate governance approach, which is based on fairness, honesty, transparency, responsibility and accountability, is maintained by including stakeholders within the framework of the Company's values and is based on compliance with the Corporate Governance Principles of the Capital Markets Board and other legal regulations. The Board of Directors, which consists of 6 members, 2 of which are independent, constitutes the highest body of the corporate governance structure. There are 2 female members on the Board of Directors. The Board of Directors convenes as often and as necessary depending on the needs arising from the Company's activities. The Chairman of the Board of Directors and the General Manager are different persons. The General Manager and senior executives reporting to the General Manager constitute the Company's executive team. Information about the structure of the Board of Directors and the executive team is available on the Public Disclosure Platform, in the Company's annual reports and on the Company's corporate website.

The Company declares its compliance with the Corporate Governance Principles and the reasons for the non-applied principles in the annual reports and in the notifications published on the Public Disclosure Platform.

The following committees operate under the Board of Directors:

- Corporate Governance Committee
- Early Detection of Risk Committee
- Audit Committee

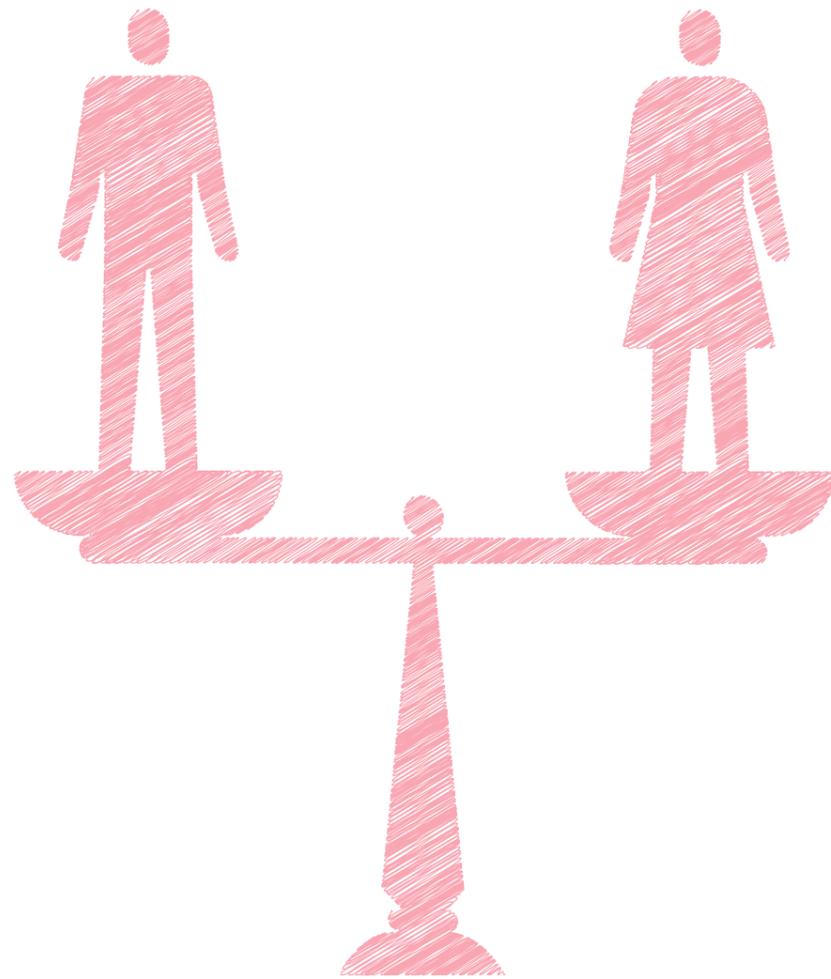
In order to increase the efficiency of operations, the following boards have been established within the Company:

- Ethics and Disciplinary Board
- Occupational Health, Safety and Environment Board
- Risk Board
- Personal Data Protection Authority (KVKK) Board
- Sustainability Board
- Information Security Board

Board of Directors

	Mehmet Tütüncü	Chairman of the Board of Directors
	Ali Ülker	Vice Chairman of the Board of Directors
	Mürsel Özçelik	Executive Member of the Board of Directors
	Erman Kalkandelen	Member of the Board of Directors
	Aytaç Saniye Mutlugüller	Independent Member of the Board of Directors
	Fatma Pınar Ilgaz	Independent Member of the Board of Directors

Ethical Principles



Ethical principles, which are at the core of business processes, is a reference point for how relations with employees, customers, suppliers, shareholders, public institutions, environment and society should be conducted. Penta Teknoloji Ethical Principles include the necessary regulations for the prevention of conflicts of interest, corruption, bribery, paying for facilitating or accelerating work, as well as issues such as human and employee rights, environment, health and safety, data privacy, accuracy in reporting and compliance with competition law. Compulsory trainings are given every year on ethical principles and compliance with ethical principles within the Company, thus increasing awareness is aimed.

Stakeholders can report all violations of ethical principles and compliance via the e-mail address etik.bildirim@penta.com.tr. The identity of the notifier is kept anonymous and is not shared with anyone other than the authorities. The notifications received are reviewed by the Ethics and Disciplinary Board, and appropriate actions and measures are taken in line with the Board's decision. Attitudes and behaviors that do not comply with the Ethical Principles are evaluated within the scope of the disciplinary procedure.

In 2022, no notification was received on the ethical notification channel.

Risk Management



All risks that may affect the sustainability of Penta Teknoloji are effectively handled and managed. In this context, there is the Early Detection of Risk Committee, which works under the Board of Directors, and the Risk Board, which consists of company employees and meets when needed. Early Detection of Risk Committee met 6 times in 2022 and completed the necessary risk studies; presented the results to the Board of Directors. All risks of Penta Teknoloji are evaluated comprehensively and systematically as strategic, financial, operational, compliance, OHS (Occupational Health and Safety) and other risks. Apart from the Early Detection of Risk Committee and the Risk Board, these risks are monitored and managed by the Company's senior management in detail on a departmental basis and on a global scale.

Within the scope of risk studies, risk subjects under the main headings were determined in previous years and risk subjects to be prioritized according to their point risk assessments and their impact and probability levels were determined. In this context, risk heat maps were created. The Company risk inventory and risk heat maps were updated two times in 2022 in the light of new developments and will continue to be updated regularly in certain periods.

Within the scope of occupational health and safety, earthquake and emergency teams consisting of employees who will work in all locations of the Company have been formed. These teams are supported by regular training and exercises.

In addition, in the strategy studies, action plans are created that detail the opportunities and risks and how to eliminate these risks and/or reduce their effects.

Risk Map

Strategic

All internal and external risks that may affect the existence and sustainability of the Company and its long-term goals are evaluated and managed under this heading.

Financial

All risks that may affect the Company's financial condition, investments, profitability and cash flow are included in this category.

Operational

It covers all internal and external risks that may affect the Company's ordinary business processes, procedures and systems.

Compliance

All risks that the Company may encounter due to non-compliance with laws, statutes, regulations, circulars and directives as well as internal principles and rules are included in this group.

OHS

All risks regarding Occupational Health and Safety are under this heading and are managed by taking the necessary precautions.

Other

Although not directly related to the Company's activities, all risks that may affect its operations are included in this group.

Sustainability Management and Approach

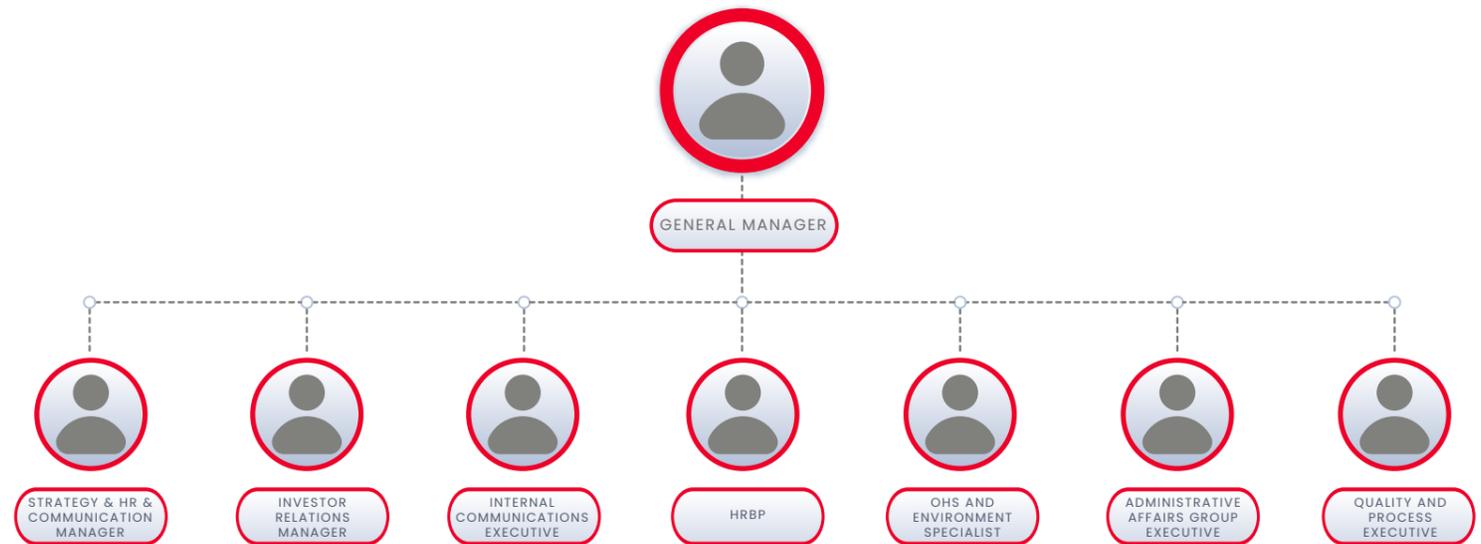
In order to increase the value generated by Penta Teknoloji in the areas of environmental, social and corporate governance, a sustainability working group of 7 people, consisting of managers and employees of departments such as Human Resources, Corporate Communications, Investor Relations, Digital Transformation and Operations, Occupational Health and Safety, was established in 2021, reporting to the General Manager of the Company. The sustainability working group meets once a quarter and reports its activities.



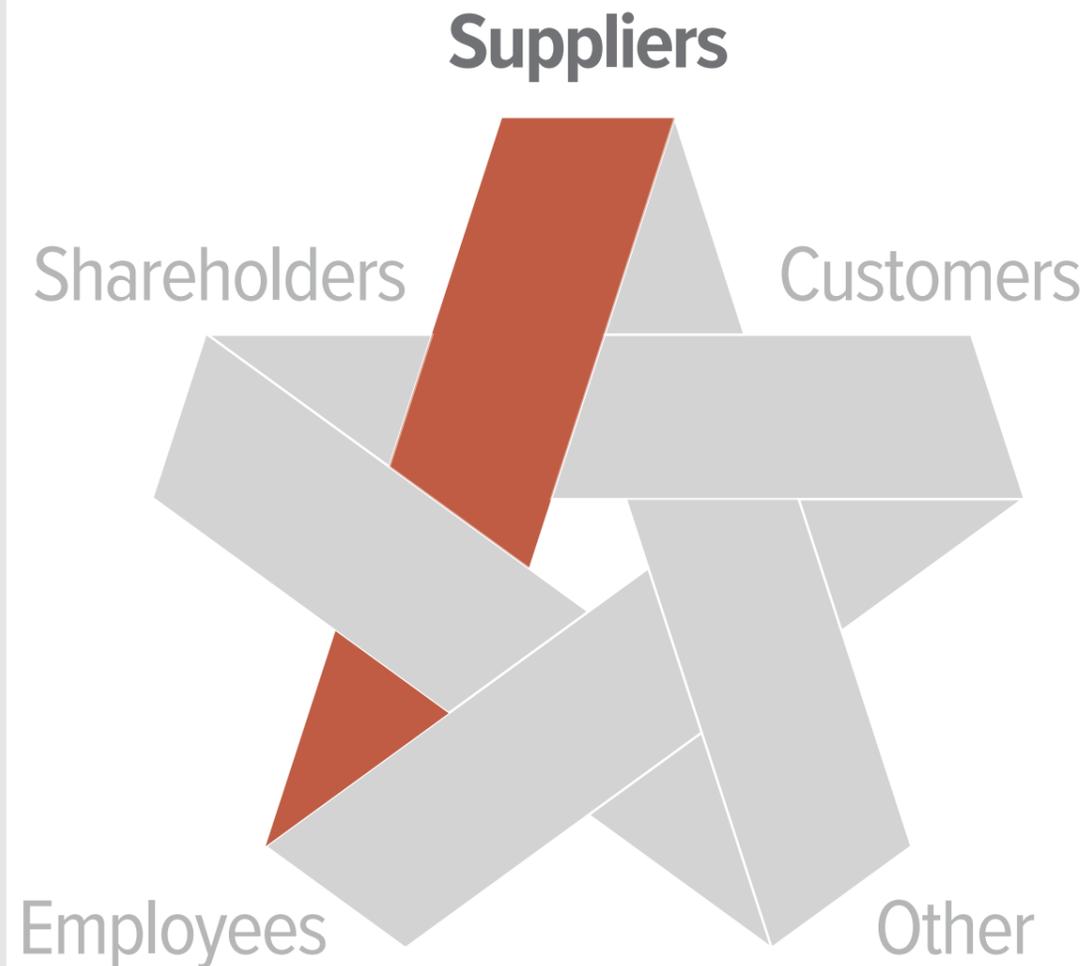
Penta Teknoloji has determined the material issues and action plans related to them that should be followed and possible risks that should be managed for the continuation of its sustainability activities, and included in its strategy. In this context, remote or hybrid working model that have become widespread after COVID-19, business continuity, human resources strategy and digital processes stand out as the main topics. There are 12 priority topics of the sustainability approach detailed under these main headings.



The structure of the Penta Teknoloji sustainability working group is as follows:



Stakeholder Analysis



Suppliers

Penta Teknoloji distributes and markets many global and local technology brands throughout Türkiye. The Company has over 40 suppliers, including Adobe, ASUS, Autodesk, Canon, DellEMC, HP, Huawei, IBM, Intel, Lenovo, Logitech, Microsoft, MSI, OKI, ViewSonic and Xerox. The Company's product range is strategically divided into 6 target product categories.

PC: This product category of the Company includes desktop computers, laptops, all-in-ones, mini computers, workstations and tablets. Penta Teknoloji includes brands such as Dell, HP and Lenovo in the PC category.

Peripherals and Accessories: The products offered by the Company under this category include keyboards, monitors, projectors, external storage products and USB devices. Examples of brands in this category are ViewSonic and Logitech.

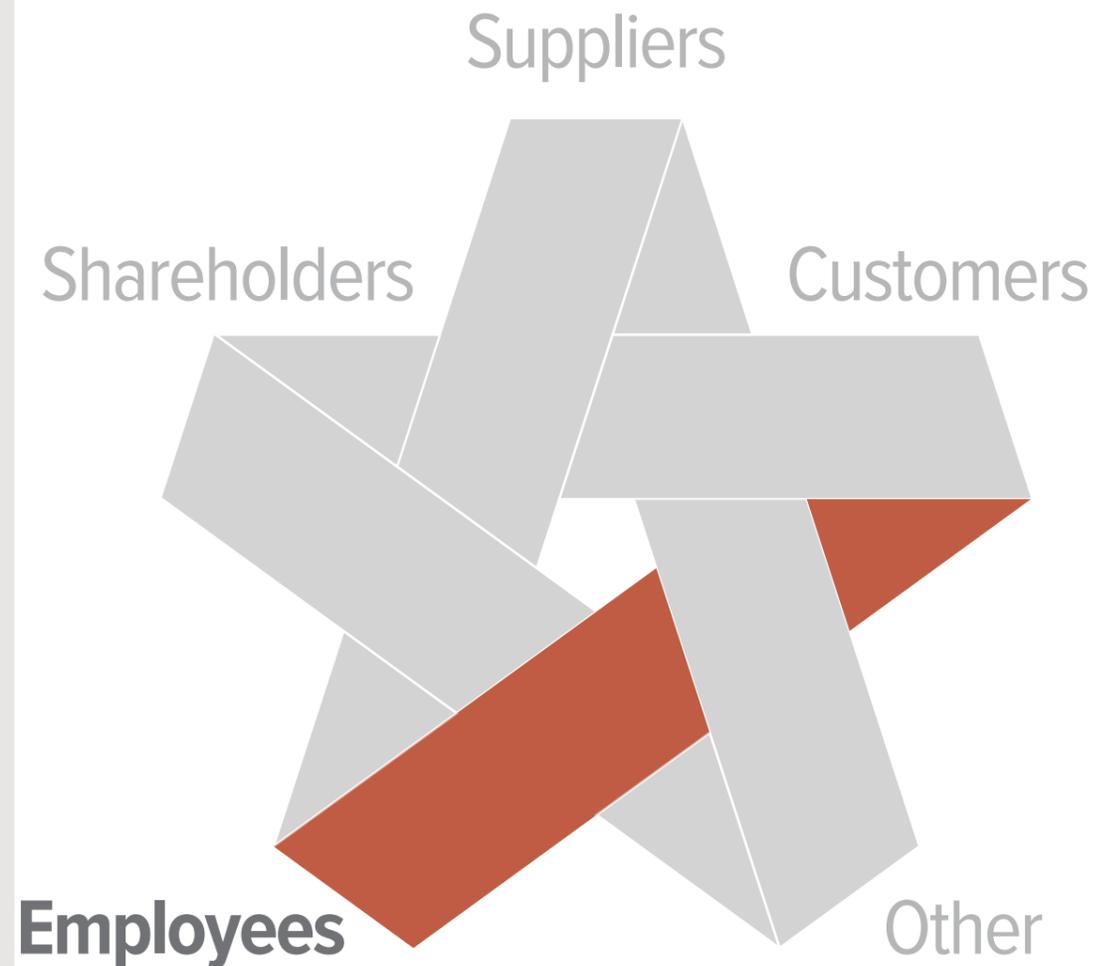
PC Components: This product category includes motherboards, video cards, processors (CPU), hard disk drives, and operating systems. This category includes brands such as ASUS, Intel and MSI.

Server, Data Storage and Network Products: This category includes communication products, network security products, data storage and backup products. Brands such as DellEMC, IBM, and Huawei are examples of suppliers in this category.

Software: Products in the software category include business application products, CAD software, content production software, entertainment software, middleware, developer software tools, security software (firewalls, intrusion detection systems and encryption), and data storage software. Brands such as Adobe, Autodesk, IBM and Microsoft are included in this category.

Printer and Consumables: This product category offered by the Company includes printer and printer accessories, toner, ink cartridges and copiers. Brands such as OKI, HP and Xerox are some of the brands belonging to suppliers in this category.

Stakeholder Analysis



Employees

Penta Teknoloji manages the communication process with its employees through various channels and creates an effective and efficient mechanism. Communication methods used in this context are listed below:

Orientations: These are the programs in which the employees are informed in detail about the business processes, departments, employees and all other necessary operations while they are in the head office, warehouses and field in order to get to know the Company better.

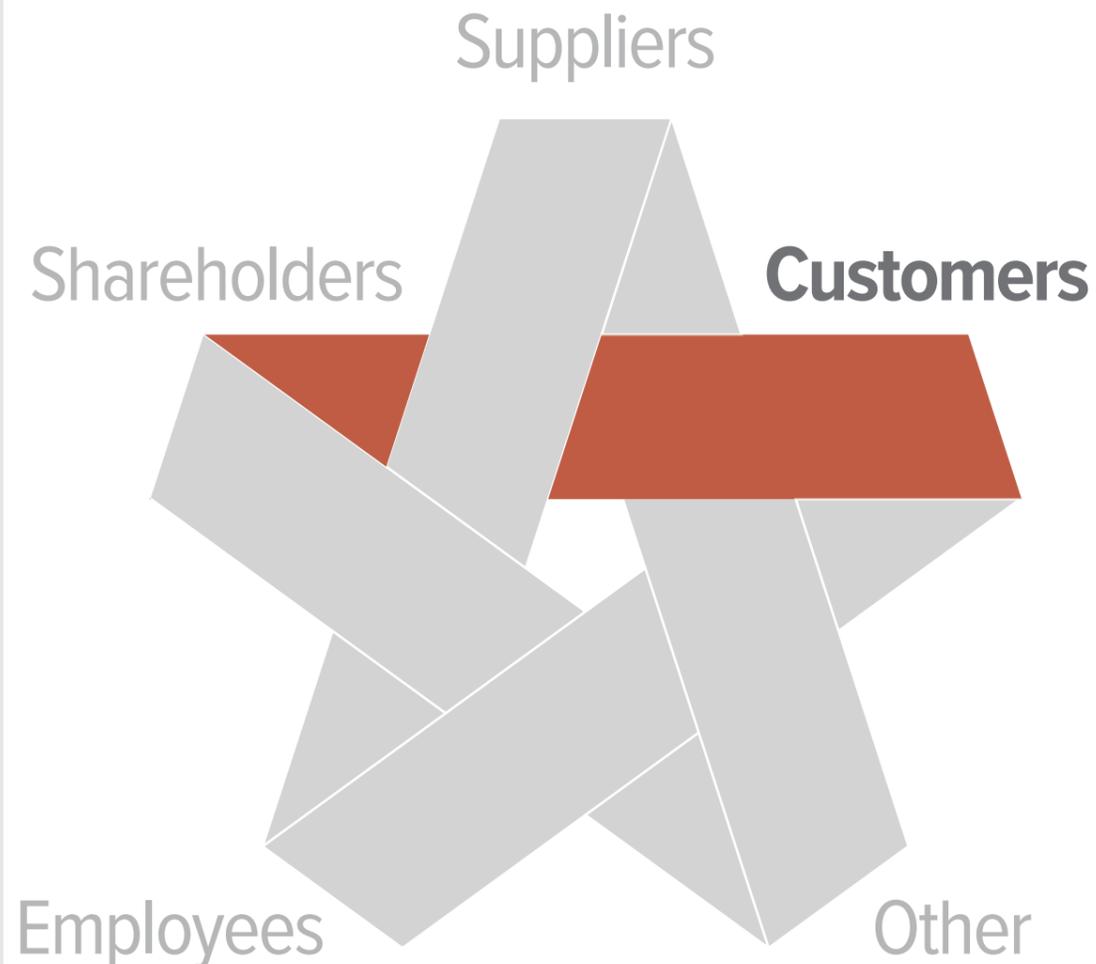
Trainings: It covers the training programs organized by Penta Teknoloji for the personal and professional development of the employees and carried out in different groups under the umbrella of Penta Academy.

Announcements and Bulletins: These are the publications in which the employees are informed through digital, written and visual materials so that they can follow the developments in the Company quickly. Although physical materials such as posters/banners are used from time to time for announcements and bulletins, mostly digital methods are used for resource saving and time management to ensure sustainability.

Clubs: These are the groups created for the employees to socialize within the Company and to carry on the activities that will contribute to the establishment of the Company or the related club.

Activities and Events: It includes various activities and organizations that are directly attended by the employees and organized in a broad or narrow scope according to the needs. Many activities such as excursions, festivals, tournaments, and sports competitions to ensure a happy communication with employees are included in this scope.

Stakeholder Analysis



Customers

Penta Teknoloji has over 9.000 registered customers. The Company carries out all of its product sales to customers in the B2B (business to business) channel and follows its customers in **5 different channels**.

Retail: The Company's retail client portfolio is primarily technology superstores and e-commerce sites. However, the Company also works with alternative retail chains. For example; large retail stores, telecommunications operators and mass merchandisers.

Value-Added Reseller (VAR): VARs are customers who conduct business with government or commercial customers and are usually located in major cities of Türkiye, where their large corporate customers are also headquartered.

Dealer: The Company currently provides services to over 3.000 dealers. Dealers constitute the Company's largest customer group. These are generally small or medium-sized corporate and individual businesses.

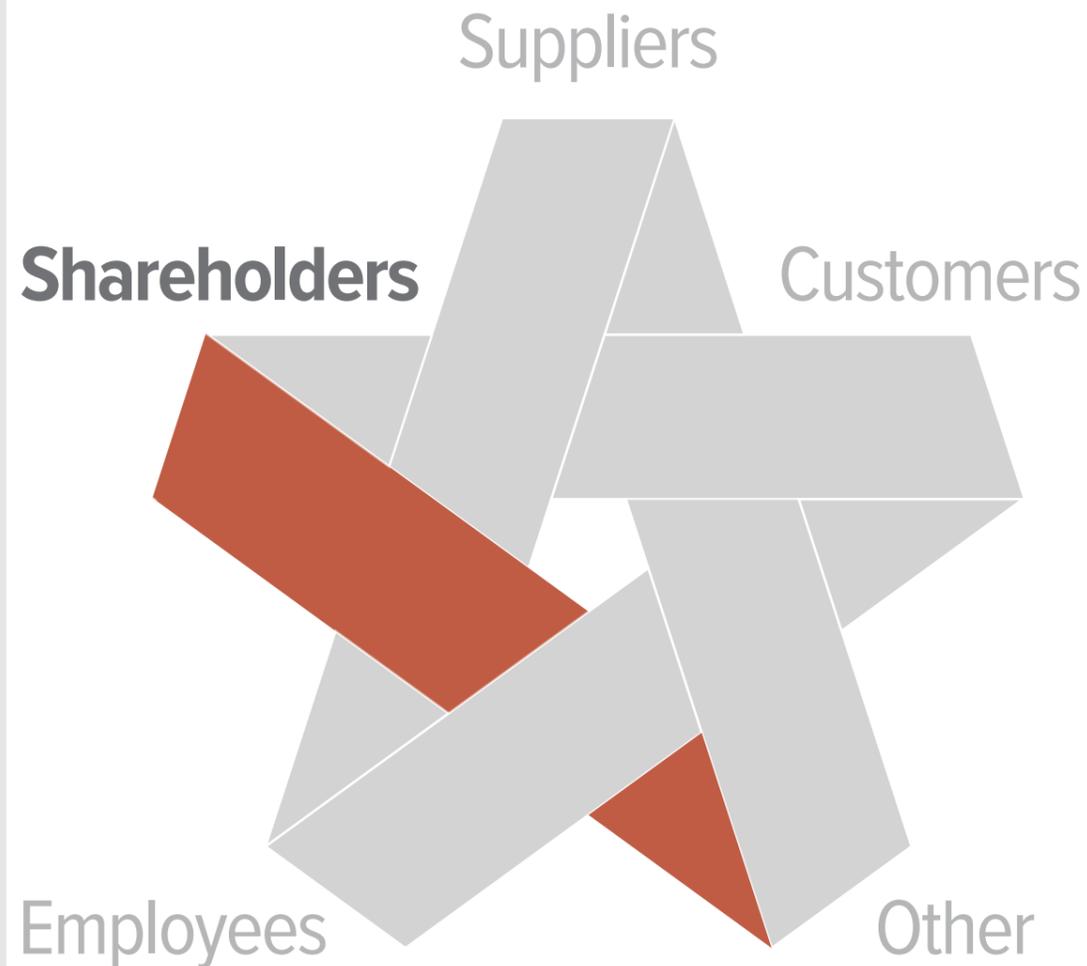
Marketplace: It is the customer group that operates in the marketplaces of e-commerce sites as a reflection of the e-commerce sector that has been developing in recent years.

Sub-distributor: Sub-distributors are wholesale customers who mainly sell products purchased from distributors to dealers.

While the Company contacts its B2B customers through the sales, technical sales, business development and customer relations departments, it also provides services through the B2B e-commerce portal Bayinet.

The sales teams serving all over Türkiye ensure customer satisfaction with an average of more than 10.000 customer visits annually and continue their business development activities.

Stakeholder Analysis



Shareholders

Penta Teknoloji uses various methods to communicate with existing shareholders and potential investors and to convey their activities. The communication methods applied in this context are listed below:

General Assembly: Every year, within the legal period following the announcement of the annual financial statements, annual ordinary general assembly meetings are held with the participation of all Company shareholders, either physically or online. Extraordinary general assembly can be convened at any time of the year, provided that the necessary conditions are met under exceptional circumstances.

Even if the shareholders cannot attend the general assembly meetings for any reason, the decisions taken and the meeting minutes are shared transparently with the public both on the Company's official website and over the Public Disclosure Platform.

Public Disclosure Platform Disclosures: All developments related to the Company, which may affect the decision-making processes of investors, are shared with the public simultaneously as Public Disclosure Platform disclosures to provide equal opportunities for existing partners and potential investors.

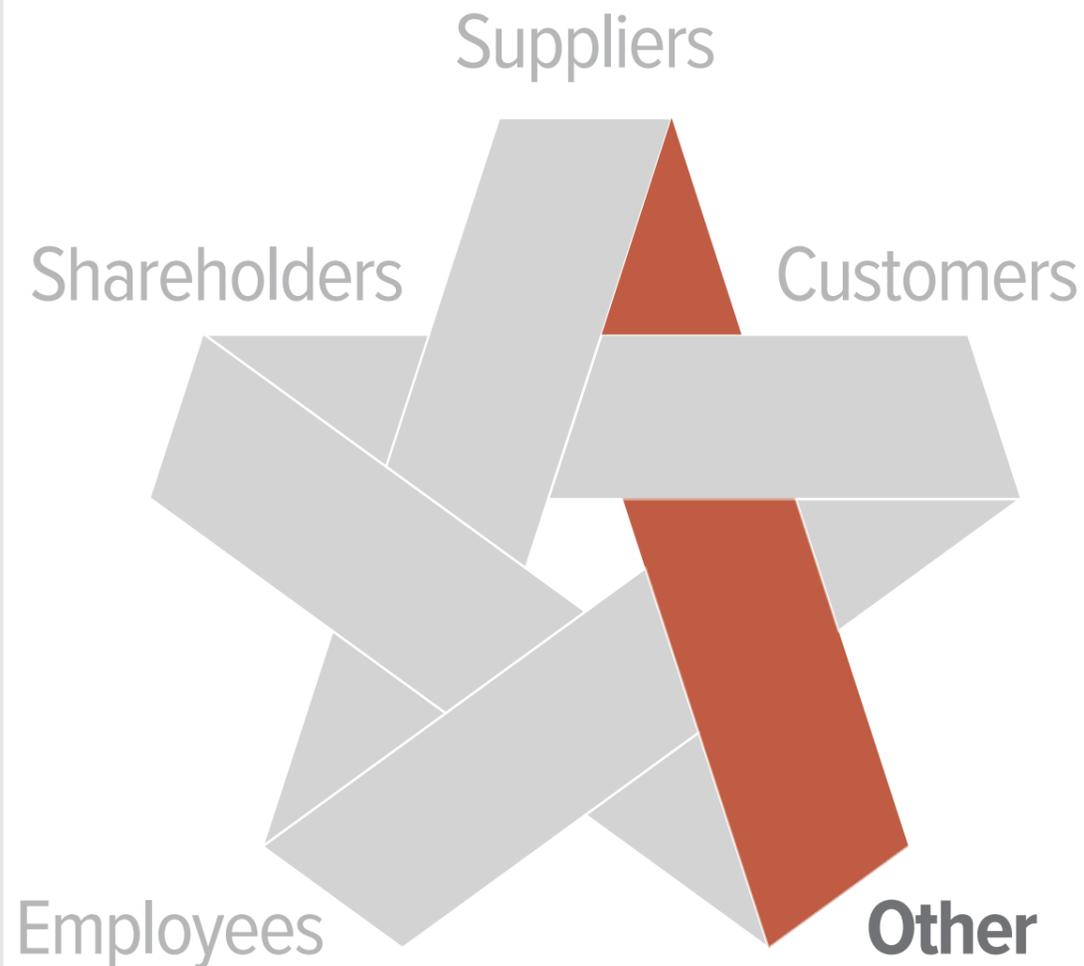
Website: Comprehensive information about Penta Teknoloji is available in Turkish and English on the official websites of the Company, www.penta.com.tr and www.yatirimci.penta.com.tr.

Reports and Presentations: Penta Teknoloji publishes various reports and presentations on the Public Disclosure Platform and/or the Company's official websites in order to ensure that the partners can obtain regular information about the Company's activities.

- Financial Statements and Annual Reports
- Sustainability Reports
- Corporate Governance Principles Compliance Reports
- Investor Presentations

E-mail and Phone Number: Investor Relations can be contacted via the telephone hotline +90 (216) 528 0000 and e-mail address yatirimciiliskileri@penta.com.tr for investor questions or requests.

Stakeholder Analysis



Other Stakeholders

Even if they are not at the center of the Company's activities, they are the stakeholders who can directly or indirectly affect or be affected by the Company's activities.



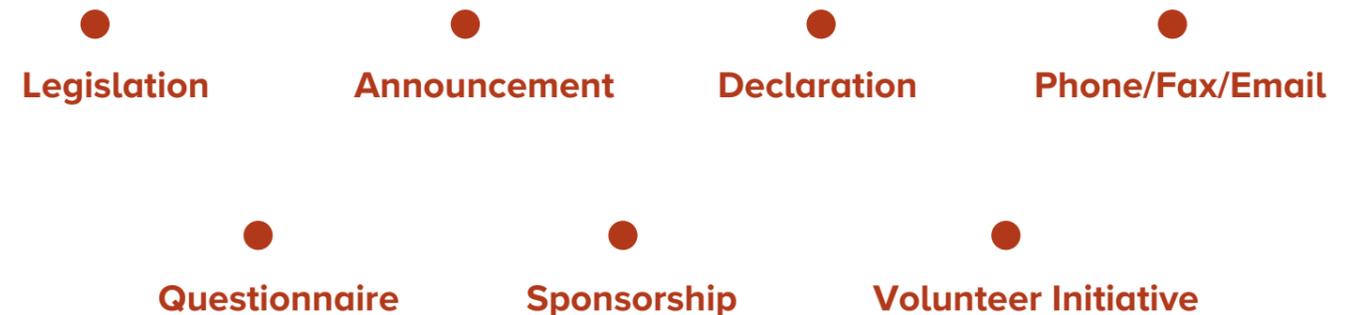
Public Institutions and Organizations

Grand National Assembly of Türkiye, Presidency of the Republic of Türkiye, Ministry of Treasury and Finance, Ministry of Trade, Central Bank of the Republic of Türkiye, Social Security Institution, Turkish Competition Authority, Capital Markets Board, Banking Regulation and Supervision Agency, Public Oversight Accounting and Auditing Standards Authority etc. organizations are included in this scope.



Other Institutions and Organizations

Except for public institutions and organizations, Borsa Istanbul, Central Securities Depository, universities, sectoral organizations and associations, non-governmental organizations, international organizations, media etc. other stakeholders are within this scope.



Communication with other stakeholders is realized through relevant legal regulations, declarations, announcements, telephone, fax, e-mail, surveys, voluntary initiatives and sponsorships.



Penta Teknoloji has established its own value chain structure in order to maintain the continuity and standard of its presence and contributions to its stakeholders. It is aimed to develop and strengthen all elements that make up the links of the Penta Teknoloji value chain as part of the sustainability strategy.

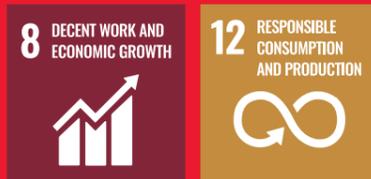
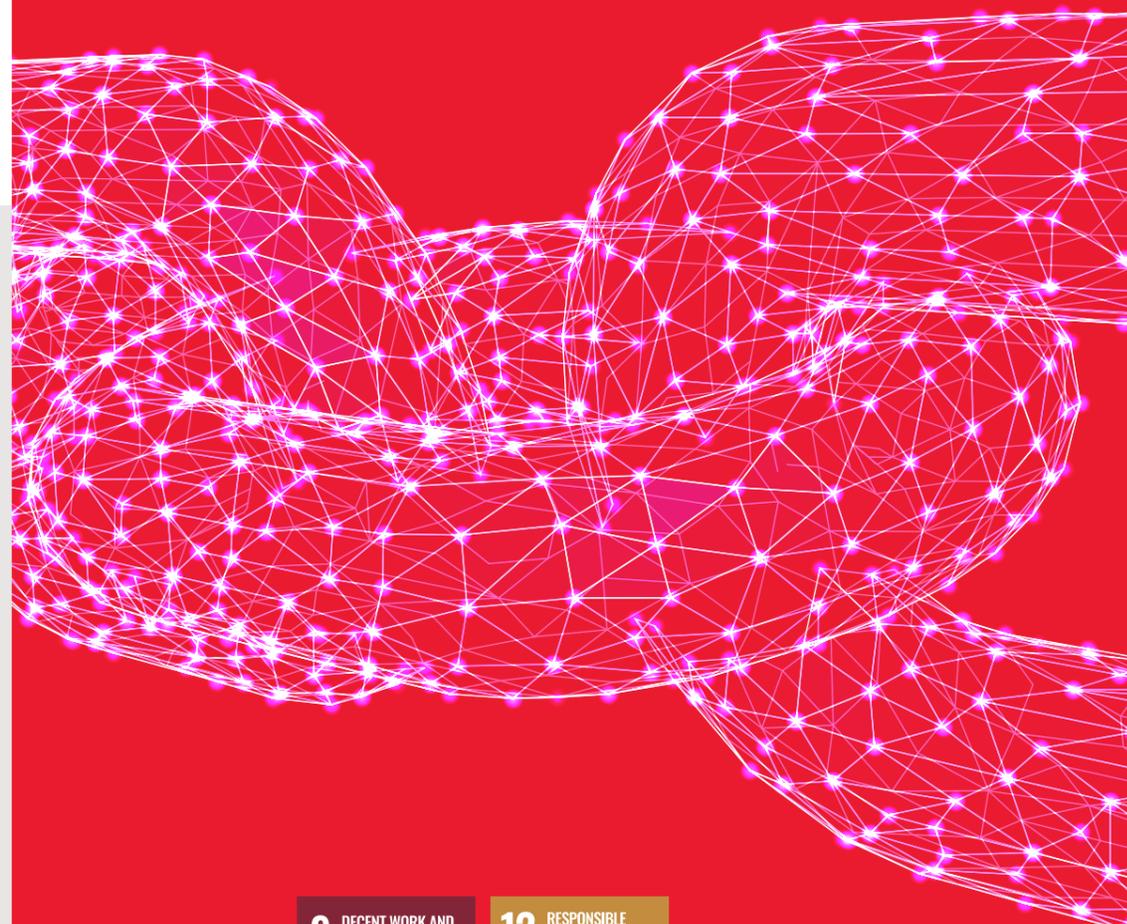
Penta Teknoloji aims to design and implement systems to support sustainable high performance and productivity while giving importance to the development, career plans and satisfaction of its employees. It has a working system that adopts the principle of implementing its processes with a people-oriented perspective.

Penta Teknoloji realizes its products/services in the light of advanced technological developments and environmental awareness in accordance with Environmental Legislation and ISO 14001 standard requirements. It has adopted the principle of "Sustainable Environment, Sustainable Growth" in all its activities.

Penta Teknoloji's values are centered on strengthening the community in which it operates. Every investment made to create social value and support social equality contributes to the development of a strong society, especially in the development of employees.



VALUE CHAIN



“Value Chain”, one of the most important pillars of Penta Teknoloji’s sustainability approach, is continuously developed and strengthened for the benefit of all stakeholders.



2022 Highlights



“

Penta Teknoloji always aims to be the **pioneer of best practices in the sector**. It acts together with its suppliers, customers, partners and employees while considering the benefits of all stakeholders in its value chain. Penta Teknoloji's values and sustainable society values are blended together and integrated into the way of doing business.

”

7.500+m³
Storage Volume in
2 Different
Warehouses
with **10.500+m²**
Area

48.893
Technical
Services

23
Quality
Audits

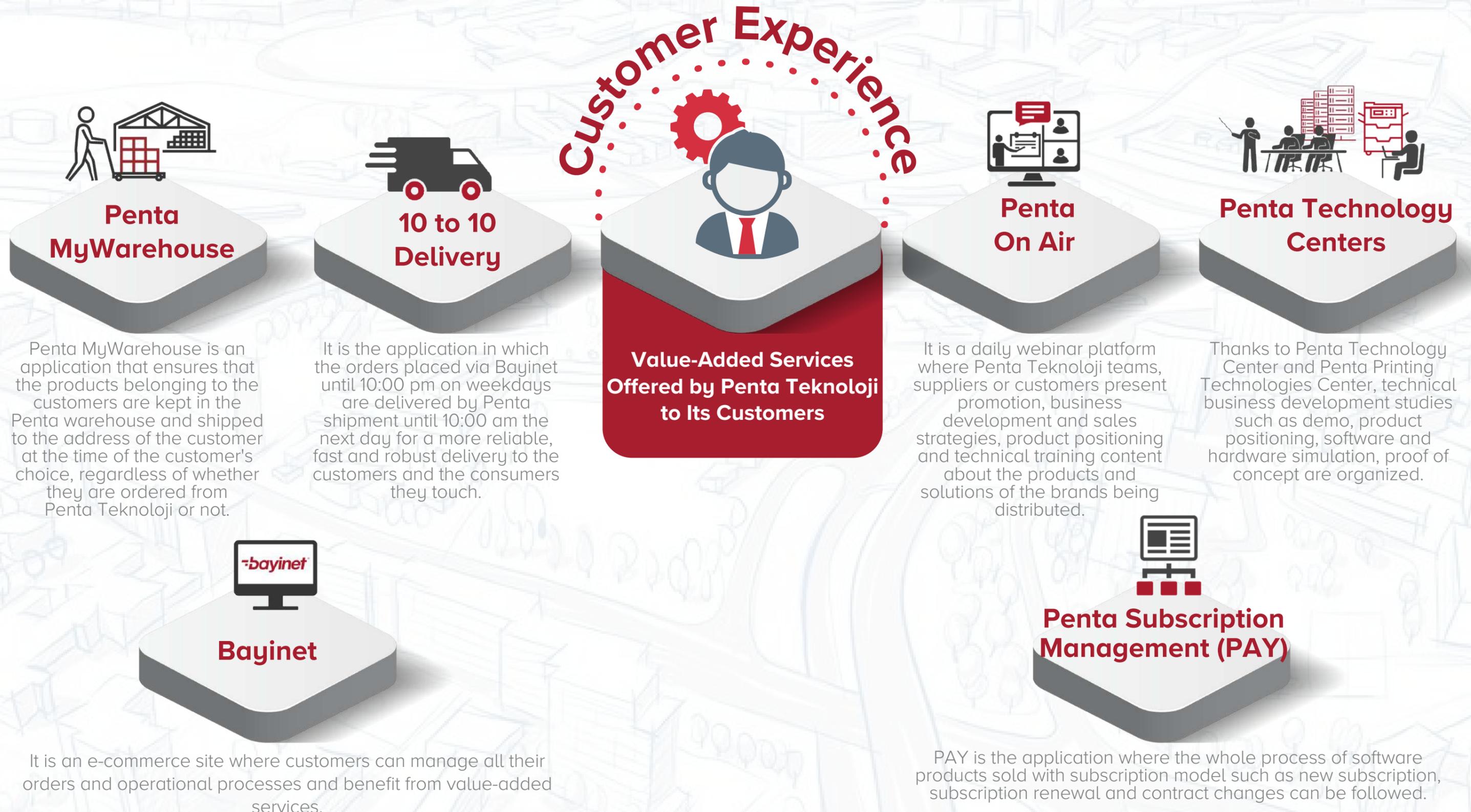
1,6 milion
Package
Shipments

148.000+
Different
Delivery
Points

83%
Delivery
Within 24
Hours



Penta Teknoloji Value Chain



Penta Teknoloji Value Chain



Along with the economic, social and sectoral changes over time, important changes and transformations may occur in business processes. Penta Teknoloji's organizational structure is a flexible and agile entity that can adapt to the management of business processes under new conditions.



Continuous improvement mechanisms and effective and efficient business processes in routine operations, organizational structure and employee quality are implemented within the scope of the integrated management system.



Applications offered for the facilitation of business partners' processes are built around the capabilities of Bayinet, web services, and logistics, with innovative and functional services.

Penta Teknoloji Value Chain



Penta Teknoloji invests in the maximum level of digital maintenance of business processes in order to minimize human error in the services and applications it offers, to increase efficiency by saving labor and time. Thanks to digital operations such as Bayinet, Customer Relationship Management (CRM), Penta On Air, Penta Subscription Management, Penta MyWarehouse, Penta Integration, scalable, efficient and value-added services are maintained.

Digitalization



Priority is given to digital applications and integrations in all reporting systems as well as processes carried out digitally for purposes such as effective and fast audit and control of the results of the operations carried out, identification of areas of improvement and points that need to be improved, and access to regular and accurate data flow for the relevant managers and senior management.

Operational Performance

Penta Teknoloji's supply chain management includes the procurement, transportation, storage and distribution of distributed products. Processes such as product acceptance, preparation and shipment of orders, returns, maintenance and repair, tracking of defective products and customer service are part of the supply chain. The Company stores its physical products in warehouses with a total area of over **10.500 m²** in 2 different locations in Istanbul.



Packaging	2020	2021	2022
	1.631.759	1.742.535	1.591.779



Delivery Point	2020	2021	2022
	53.140	115.470	148.350



Delivery within 24 Hours	2020	2021	2022
	83%	85%	83%



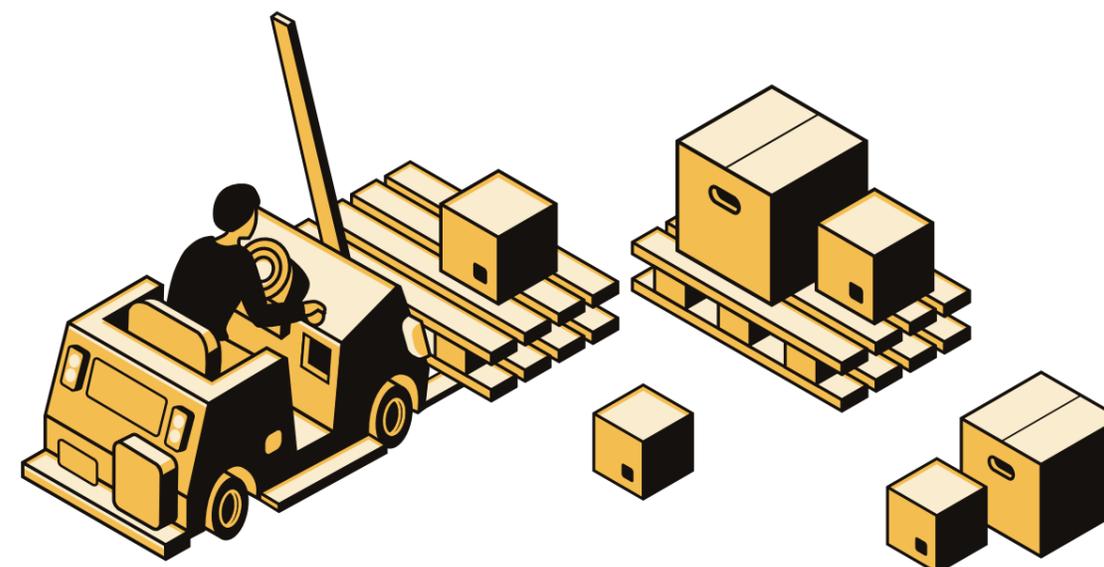
Technical Service	2020	2021	2022
	48.104	56.729	48.893



Quality Audit	2020	2021	2022
	25	21	23

In 2022, over **1,6 million** packages were delivered to over **148 thousand** different locations. Approximately **83%** of deliveries were made to the address specified by the customer within 24 hours of receiving the order (2021: **1,7 million** packages, over **115 thousand** different delivery points, **85%** delivery rate within 24 hours).

In 2022, technical services and solutions were provided for a total of **48.893** products requested by customers or end users (2021: **56.729**).



In order to maintain the high performance of quality management, which is one of the important elements of the Penta Teknoloji Value Chain, and to ensure improvements in areas of development, **23 internal quality audits** were conducted in 2022 (2021: 21 quality audits in total, **16 internal** and **5 external audits**).

Quality Management



Quality Management System

With the ISO 9001 Quality Management System, which Penta Teknoloji owns under the umbrella of an integrated management system, business processes are harmonized with legislation and standards in line with the needs and expectations of all business partners, thus ensuring the Company's compliance with sustainability criteria through continuous improvements in practices.



Environmental Management System

Penta Teknoloji carries out its operations in full compliance with environmental legislation and the requirements of the ISO 14001 Environmental Management System Standard. The Company's environmental policy is based on acting in cooperation with all stakeholders for a clean, livable and sustainable environment. In this context, the principles of the environmental policy include activities aimed at raising environmental awareness of all parties, reducing consumption of natural resources, implementing proactive measures such as waste management and digitalization.



Occupational Health and Safety Management System

Penta Teknoloji, which positions all its processes to provide a healthy and safe working environment, has ISO 45001 Occupational Health and Safety Management System certification. The Company aims to minimize the accidents that may occur while performing its activities and to make the work space safer through continuous improvements. In this context, the Company organizes trainings on OHS awareness in which all employees participate, prevents occupational accidents and occupational diseases before they occur by ensuring safe and healthy working conditions through the use of the latest possible technology and takes all necessary precautions regarding Occupational Health and Safety.



Customer Satisfaction Management System

Penta Teknoloji carries out its activities in accordance with the legislation and the requirements of the ISO 10002 Customer Satisfaction Management System. In this context, the continuity and increase of customer satisfaction is ensured. Among the priorities of the Customer Satisfaction Management System; to adopt a customer-oriented approach in all processes before, during and after sales, to ensure the continuity and accessibility of the communication infrastructure necessary for customers to easily communicate their needs and expectations, to handle these expectations in a clear, transparent, quicker, trustable and customer-oriented manner while reassuring quality service, to evaluate and offer solutions to each complaint received from customers in full compliance with the requirements of the legal legislation, objectively, impartially, fairly and confidentially, and to continuously improve the system by making these solutions permanent.



Information Security Management System

Penta Teknoloji, where a structure in accordance with the requirements of ISO 27001 Information Security Management System has been established, ensures the security of all information assets and processes used while performing its activities in the light of the principles of integrity, accessibility and confidentiality. The Company also takes necessary measures to protect the physical and environmental security of information systems. Audit activities are carried out to control the implementation of the Information Security Management System, and necessary measures and sanctions are taken to prevent the recurrence of security violations identified as a result of the audit.

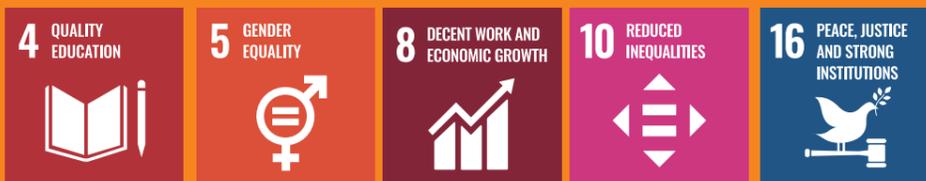
Awards



Penta Teknoloji has received many awards from both suppliers and independent institutions as an indicator of its success in the sector it has been in for many years with the value-added services it has provided.



EMPLOYEE



People-Oriented Approach



Penta Teknoloji aims to design and implement systems to support sustainable high performance and efficiency while giving importance to the development, career plans and satisfaction of its employees. It has adopted a working system that adopts the principle of implementing its processes with a people-oriented perspective.

2022 Highlights



“

The cornerstone of Penta Teknoloji's sustainability is its employees. Both personal and professional development of employees, their peace and satisfaction on their career paths, their health and safety have always been prioritized.

”

8.135 Hours

Total Training

91%

Employee Satisfaction Rate

14,80%

Employee Turnover Rate

6.263 Hours

Professional and Personal Development Training

1.872 Hours

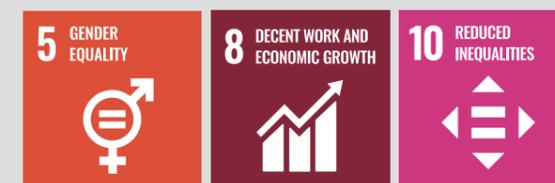
Occupational Health and Safety Training

3,17%

Accident Severity Rate



Employee Profile



Penta Teknoloji aims to select its employees, who play a very important role in their success, among high-potential candidates, and to strengthen their potential to **advance them forward** in life and career path. In line with Penta Teknoloji values, the Company's priorities are to protect human and employee rights, to provide an equal and fair working environment, to contribute to the professional and personal improvement of employees, and to carry out an effective sustainability activity by protecting employee motivation and loyalty.

Total 350 Emploeyess



Female	132	38%
Male	218	62%



White Collar	261	75%
Blue Collar	89	25%



Senior Manager	7	2%
Total Manager	38	11%

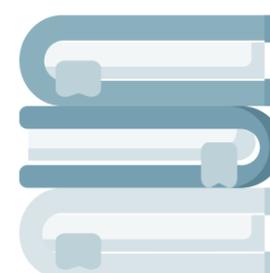


0-5 year	114	33%
5-10 year	67	19%
10+ year	169	48%



Senior Female Executive	3	43%
Senior Male Executive	4	57%
Female Manager	12	32%
Male Manager	26	68%
Under 30	85	24%
Ages 30-50	244	70%
Over 50	21	6%

Penta ensures that women take part in the technology sector in which it operates and have a say in company management, and at the same time, young people have a working environment that will be a step in their career paths, in line with the goals of providing "Gender Equality" and "Reducing Inequalities", which are among the 2030 UN Global Goals.



PhD, MSc and MA	22	6%
Undergraduate and Before	328	94%

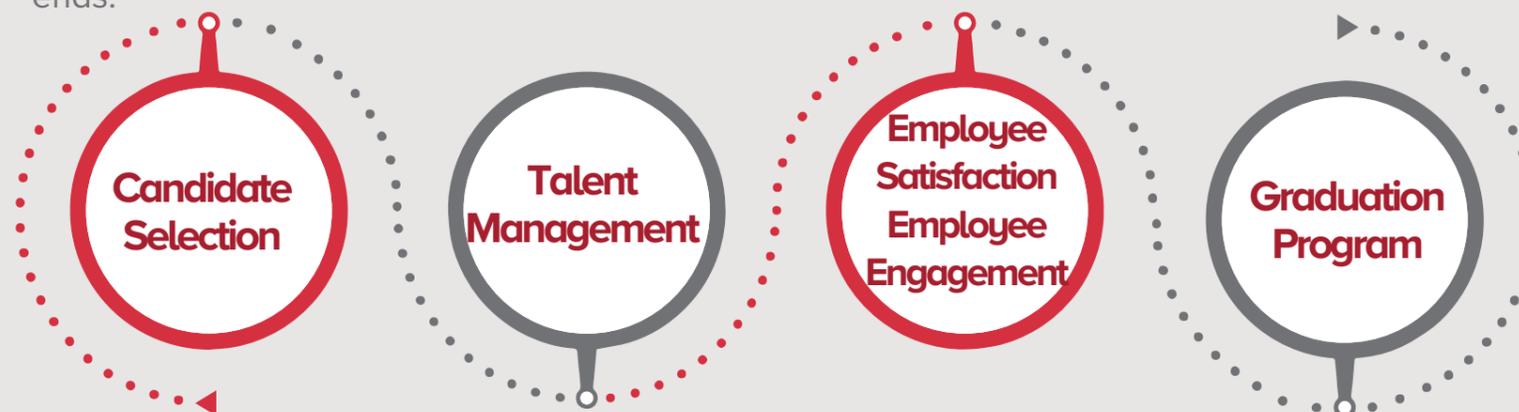
Employee Approach




OPERA

ORGANIZATION | PEOPLE | RATING

The values held by Penta Teknoloji also guide its employee approach and human resources policy. The Penta Teknoloji employee approach policy, which is programmed for the period from the first day of an employee to the last day at Penta Teknoloji, consists of four main components. Other elements of this approach, which begins with the selection of potential talents, are the talent management of the selected candidates, employee satisfaction and loyalty, and ultimately maintaining the positive climate between the employee and the Company when the partnership ends.



The inclusion of potential talents within Penta Teknoloji starts with the most suitable **candidate selection** process for mutual benefit.

Talent management is carried out with the system called OPERA for all employees participating in the Company and is supported by the trainings within the Penta Academy. With the OPERA system, it is ensured that the current potentials of all company employees are determined and analyzed, and development maps and plans specific to each employee are prepared as a result of the potential analyzes. In this way, the path of the careers of the employees at Penta Teknoloji is determined and the way is opened for them to evaluate possible career opportunities.

Within the scope of talent management practices, which have an important place in Penta Teknoloji's employee approach, the COPA Awards was implemented in the Company, which was organized for the first time in 2022. The COPA Awards is a presentation competition that takes its name from the initials of the words Competence, Operational Excellence, Progression and Alignment.



Thanks to the COPA Awards, all employees below the managerial level have the opportunity to express themselves to the senior management with their presentations and to present their ideas that will contribute to the development of the Company. They also contribute to their personal and professional development, such as addressing the community and increasing their presentation skills. In addition, upskill and reskill opportunities are assessed and managers rediscover the potential of employees by re-hiring them.

Employee Approach Satisfaction and Engagement



Employee Satisfaction

%

91

Employee Engagement

89

Employee satisfaction and engagement are aimed at encouraging employees to make more effort by adopting Penta Teknoloji's goals and values and to increase their sense of staying with the Company. Concepts such as respect, affinity and loyalty which are indicators of Penta Teknoloji's people oriented value, form the basis of emotional commitment. For this reason, the most emphasized type of loyalty is the emotional attachment to the Company and the sense of belonging. This is an organic bond that employees establish with their managers and coworkers by their own will and desire. Various activities and clubs in which employees directly participate are components that support this approach.

Activities aimed at increasing employee satisfaction and engagement produce long-term results. As of the end of 2022, the average tenure at the Company is **9 years** (2021: 9 years)

Every year, the Company conducts an Organizational Health Check in which all employees participate, and the survey results are analyzed and shared with the management and all other employees. Action plans to be taken according to the results of the analysis are organized and transferred to business processes.

While satisfaction surveys and talent management practices are important at Penta Teknoloji, the harmony between campus life and the team and the approach of senior management are among the most important factors that bind employees to the Company.

The **graduation program** refers to the experience during the exit process and the positive perception of Penta Teknoloji afterwards. It is important for the human resources of the Company that the employees leaving Penta Teknoloji complete this process with a sense of satisfaction. In this direction, exit interviews and necessary action plans are created based on the feedback obtained from these interviews.

Talent Management



Penta Academy

Penta Teknoloji organizes personal development-oriented, competency enhancing, awareness raising trainings that are provided face-to-face or digitally for all employees and conducts them through 4 different programs under the Penta Academy.



“ Learning Together, Advancing Forward Together.”

Creating a working system that puts people first and focuses on people and adopts this perspective as a principle in all its processes, Penta Teknoloji offers programs for personal and professional development that will unlock the potential of its employees.



Trainings organized for specialist level employees with 6 months to 2 years of experience at Penta Teknoloji are carried out under the **Penta 101** program.



Training for employees with more than 2 years of experience at the specialist and senior specialist level continues with the **Penta Campus** program.



Trainings organized at the executive level are carried out with the **Penta Professional** program, aiming to prepare employees in this scope for future management processes.



The **Penta Master** program, which includes the highest level of training within Penta Academy, is designed to enhance the leadership capabilities of management group employees.

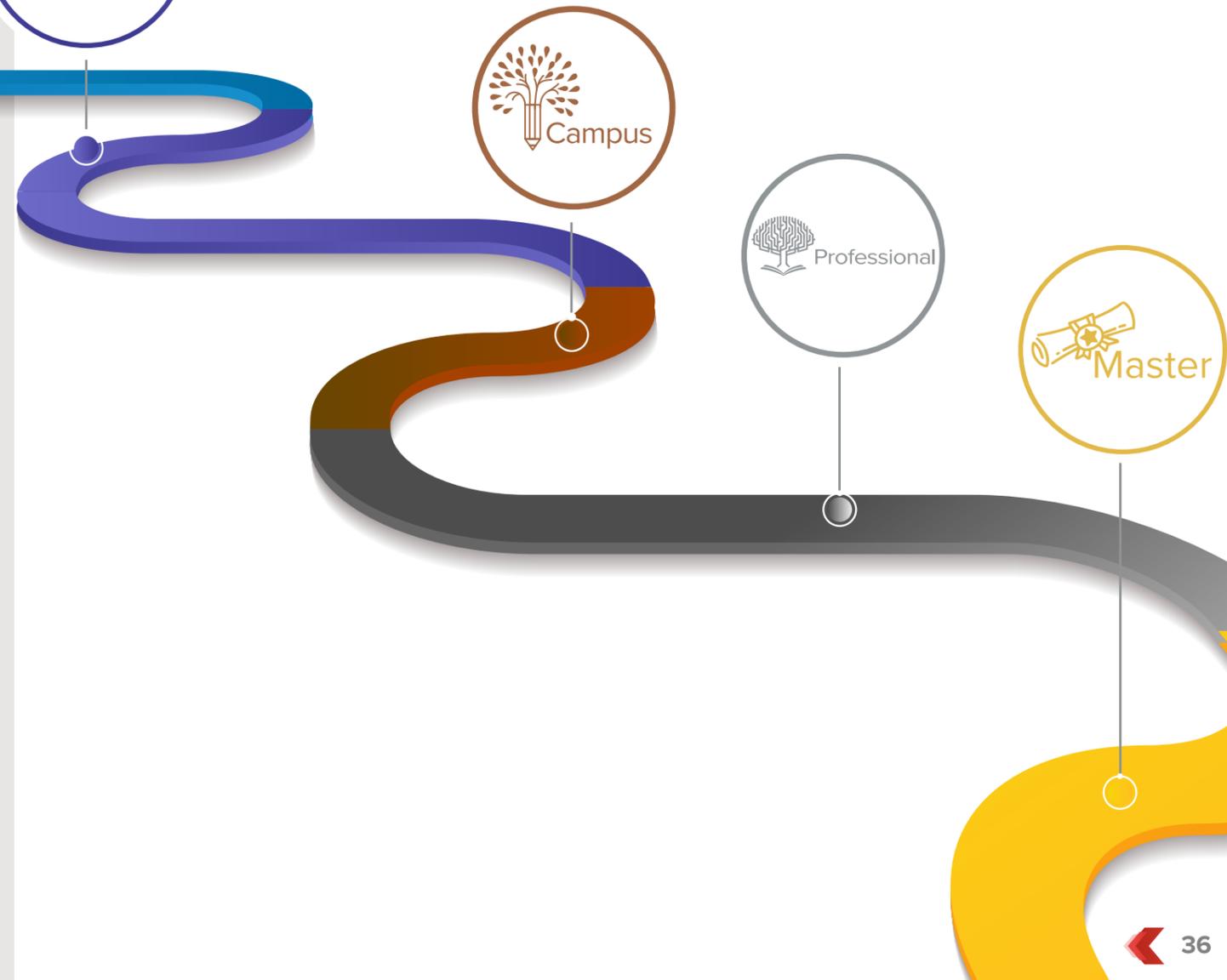
Education



Under the umbrella of Penta Academy, Penta Teknoloji organizes face-to-face or digital training programs for all employees, focused on personal development, competency enhancement and awareness-raising.

Training (hours/person)	2020	2021	2022
Total Education	14,8	25,4	23,2
Professional and Personal Development	9,2	19,8	17,9
Occupational Health and Safety	5,6	5,6	5,3

Penta Academy Journey



Employee Benefits



“ The benefits and supports offered by Penta Teknoloji to its employees are intended to provide a contribution to the employees and to strengthen their motivation and commitment. ”



Special Support: Penta Teknoloji employees have a professional support line where they and their relatives can get support on many issues such as psychological support, legal support, veterinary support, home plant care, newborn baby care and services etc.

Private health insurance is provided annually for all employees. There is a special room in the Company building for new mothers returning to work. In addition, Penta Teknoloji provides moral support to the relatives of the patients by offering 1 day of companion leave to the employees.



Rewarding: In order to appreciate the success of employees, employees who provide added value with high performance in business processes that serve Penta Teknoloji values are rewarded. The rewarding system is categorized according to the degree of performance as Diamond, Platinum, Gold, Silver and Bronze. In addition, in order to increase interaction among employees and to support motivation by spreading the culture of gratitude, which is a part of Penta Teknoloji, a monthly "Thank You Card" application is made and various rewards are given to employees who have this card.



Social Support: One of the most important parts of "Trust", which is one of Penta Teknoloji's values, is to provide an environment where employees can work with a sense of peace and trust. In this direction, social opportunities are offered where employees are supported with additional material and moral rights.

Employee Benefits



“Our Priority is for Employees to Work in a Peaceful and Safe Work Environment”

Social Support: As a starting gift for newly hired employees, special welcome kits created with the corporate identity of Penta Teknoloji are prepared and delivered on the start of the job. At the same time, a cash support is provided under the "Ergonomics Package" so that all new employees can establish an ergonomic working environment in their houses due to the hybrid working model at Penta Teknoloji.

Penta Teknoloji stands by its employees on special and important days (birthday, marriage, newborn etc.). These happy days are celebrated with congratulatory messages and gifts, and there are various leave rights for employees on these important days.

Penta Teknoloji stands by its employees in their painful and difficult times. In this direction, announcements are made throughout the Company, and financial and moral support is provided for employees who have lost their first-degree relatives.

The sense of unity and togetherness in the Company is maintained during the holidays as well. Especially before Ramadan and Sacrifice Feasts, holiday packages are distributed for the happiness of the employees and a certain amount of holiday allowance is given.

Other social support opportunities offered to the employees are in-kind aid before the Ramadan Feast and fuel aid before the winter months.

Clubs and Employee Organizations



Clubs: Within Penta Teknoloji, there are structures (clubs) where employees can regularly participate actively as members and make their individual contributions in areas such as business processes, employees, society and environment. These clubs are as follows:

- Internal Communications Ambassadors,
- Penta Books and Thought Club,
- Make a Difference in Life Club,
- Penta Paw Club.

Employee Organizations: Unlike clubs, the active membership and regular participation of employees is not required. However, additional opportunities where they can make their individual contributions in areas such as business processes, employees, society and environment, as in clubs, are also provided under the umbrella of Penta Teknoloji.

These organizations are listed below:

- An HR Break,
- One of Us,
- Suggestion-Comment,
- Our Workshops,
- Recommend a Friend,
- Contests and Tournaments.

Clubs



The Internal Communication Ambassadors Club aims to strengthen the coordination and cooperation between the Human Resources department and other departments, as well as to contribute to the development of communication aspects by strengthening the leadership qualities of the club members with the duties they take.



Penta Books and Thought Club was founded to provide a platform where employees can create free time to express themselves and share their thoughts, criticize the books they read, the movies and the theaters they watch, and the music they listen to.

It is a social responsibility club that contributes to the society where volunteer employees come together for a common purpose and realize their special projects under the slogan "Make a Difference in Life".



The Paw Club, which started with the idea of protecting the stray animals around the Penta Teknoloji administrative building and warehouses, expanded with the increase in the number of members and turned into a structure that includes not only our paw friends but also all needy animals that can be reached.



Employee Organizations



It is a chat environment where employees have the opportunity to come together with the human resources department and express their suggestions, opinions, criticisms and comments. As a result of these interviews conducted as part of the Stay Interview, areas where the Company and its human resources policy are good are identified, while at the same time, from the employees' point of view, the awareness arises for areas open to improvement. While keeping the pulse of the employees, it is ensured that the talents remain within the Company and that they feel that they and their opinions are valuable. This leads to loyalty and motivation and constitutes an important part of employee sustainability.



It is a digital formation where the employees share their suggestions, opinions, criticisms and comments in writing on a system, and these shares are evaluated by a board formed by the Company executives.

It is a blog page where employees can share their knowledge and experiences, hobbies and special interests with individual designs on Penta Teknoloji digital channels to other colleagues in the Company.



It is a structure where employees can transfer their knowledge and experiences, hobbies, and special interests to other colleagues through broadcasts made in face-to-face and online environments, thus strengthening their ties with other employees and at the same time improving their communication skills.



It is an operation created with the aim of encouraging the employees to bring in the new talents that Penta Teknoloji needs and want to work with, and where the referrers are rewarded if the candidates show successful performance after being hired.



Penta Teknoloji organizes competitions and tournaments in various concepts, which are open to all Company employees at certain times and on special days, and where awards and gifts are given in return. In addition, annual participation is provided in the traditional Global Yıldız Cup sports tournament, in which international participants also take part.

Events

Penta Teknoloji aims to provide a happy employee experience environment with special events it organizes to support teamwork by strengthening communication between employees, and to increase motivation and productivity by improving employee relations with the Company.

Penta Teknoloji's implementation of certain practices targeting employee motivation is important in terms of increasing the quality of service activities. Different activities are organised in order for these applications to consist of professional by design experiences.

Among the events organized by the Company are team meetings and excursions, festivals, local food feasts, games and mini-competitions. In addition, "Make Happy Be Happy Day" celebrated every year on November 17th, and the Company's anniversary are the scene of various fun events. While developing in-team cohesion and team spirit by bringing employees together, activities where motivation can be increased are prioritized. These activities also allow employees to socialize by spending time together outside of work. Such activities, which include playgrounds, musical performances and photography areas for employees, bring along fun moments.



For Penta Teknoloji, qualified, happy and highly motivated employees are indispensable elements of being competitive by making a difference in its sector. In this approach, various events and activities that will increase the motivation of all employees and increase their loyalty to the Company have an important place.



Occupational Health and Safety



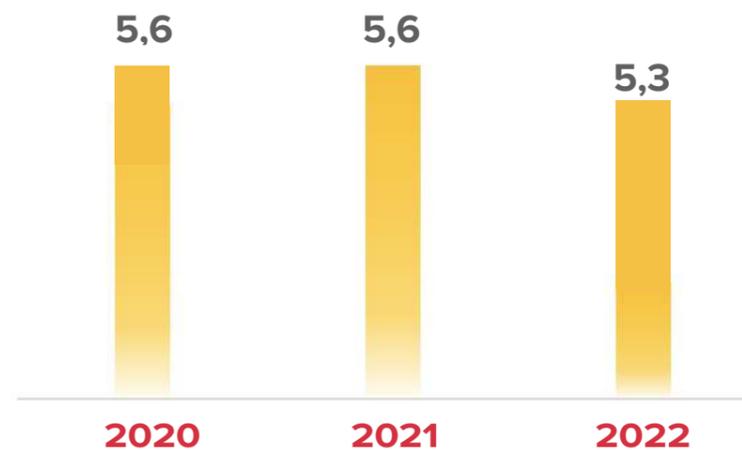
Penta Teknoloji, leading value-added technology distributor of Türkiye, aims to minimize possible accidents by providing a healthy and safe working environment at all stages of the products/services it offers and to make it safer with continuous improvements.

Ensuring that the employees work in a healthy and safe work environment is among the biggest responsibilities of Penta Teknoloji. Occupational health and safety (OHS) rules are fully fulfilled in the head office and warehouses within the framework of laws and regulations, and improvements are made every year in line with the goal of zero work accidents. Operations are carried out in compliance with the relevant legislation on occupational health and safety issues, which are managed with a risk-based, systematic approach.

In order to ensure occupational safety under the umbrella of the Integrated Management System, Penta Teknoloji business processes has been harmonized and certified with ISO 45001 Occupational Health and Safety Standards in a manner that contributing to all products and services it supplied. To ensure the continuity of the Integrated Management System; compliance with legal and standard conditions in all activities, meeting the expectations of stakeholders and customers, encouraging active participation of employees, providing a transparent communication environment, increasing employee satisfaction, continuously improving the efficiency and performance of the Integrated Management System, a safe and healthy working environment in line with the goal of zero work accident are aimed.

In 2022, the **accident severity rate** was **3,17** and the **accident frequency rate** was **0,95**. In 2021, these rates are **3,51** and **0,64**, respectively.

OHS Training Hours Per Person



Work Accidents and Dangers

	2020	2021	2022
Work Accident	5	4	6
Near Miss	18	14	7
Dangerous Situation	25	89	159

Dangerous situations were less frequent as most of the work was done remotely in 2020 and 2021 due to the pandemic.

ENVIRONMENT



Sustainable Environment, Sustainable Growth



Acting with the principle of "Sustainable Environment", Penta Teknoloji works to ensure and continuously improve the effectiveness of the Environmental Management System it implements with the participation of all its employees.



2022 Highlights



“Penta Teknoloji primarily works to increase environmental awareness and consciousness among its employees and contributes to environmental sustainability through energy saving, disposal or recycling of waste.”

915.492 kWh
Electricity
Consumption

6.232 m³
Water
Consumption

79.083 m³
Natural Gas
Consumption

1.471 kg
Hazardous
Waste
Disposal

12.813 kg
Electronic and
Battery Waste
Disposal

61.345 kg
Recycled
Waste

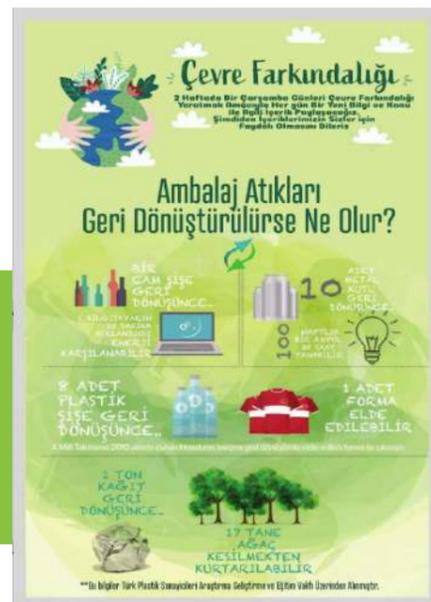
Environmental Management



Penta Teknoloji carries out its operational processes with environmental awareness, in accordance with environmental legislation and ISO 14001 standard requirements. Adopting the principle of "Sustainable Environment, Sustainable Growth" in all activities carried out in administrative buildings and warehouses, Penta Teknoloji has established an Environmental Management System in accordance with the following principles:



- To ensure full compliance with Environmental Legislation, ISO 14001 Environmental Management System Standards, environmental conditions demanded by stakeholders, and other committed environmental conditions,
- To act in cooperation for a clean, livable and sustainable environment with the participation of employees, subcontractors, visitors and all parties affected by the activities,
- To carry out activities to increase the environmental awareness of all parties,
- Reducing resource (paper, cartridge, etc.) consumption by moving processes to digital platforms,
- To contribute to environmental performance by reducing natural resource consumption and increasing energy efficiency,
- To prevent environmental pollution by ensuring the disposal of wastes generated in product/service realization processes in accordance with the legislation, to develop plans for recycling,
- Proactively identifying potential emergencies that may affect the environment during activities, taking the necessary precautions in advance and being ready for emergencies,
- To be an exemplary organization that respects society and the environment.



“Penta Teknoloji, acting with the principle of "Sustainable Environment", carries out awareness-raising activities in order to ensure the effectiveness of the Environmental Management System, which it implements with the participation of all its employees, and to continuously improve it. Special announcements and awareness studies are made regularly in the internal communication channels of the Company and they are supported with trainings.”

Waste Management

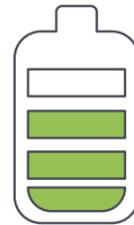
Less Waste, More Green



Recycling Practices: Various wastes such as glass, paper, metal, plastic, household waste and medical waste are collected in Penta Teknoloji administrative buildings and warehouses with specially designed garbage bins to be sorted for recycling. In addition, these separation processes are not limited to only workplace-oriented. Various training activities are organized within the Company in order to raise awareness of recycling even outside the workplace, and it is aimed to increase the awareness of employees through internal communication announcements.



Technological Waste Management: Penta Teknoloji has created special points where technological wastes are collected at certain locations in administrative buildings and warehouses in order to make an environmental contribution in the sector it is in. The waste collected here is sent to the Informatics Industry Association (TÜBİSAD), of which Penta Teknoloji is a member, for recycling.



Battery Waste: In order to minimize the damage to the environment, there are battery waste bins in certain places in the administrative buildings and warehouses where exhausted batteries are collected. The main purpose here is to eliminate battery waste and prevent chemical pollution in nature.



After the audit of the system we established with the aim of preventing and minimizing waste generation in all our services and processes by the Ministry of Environment, Urbanisation and Climate Change, we were entitled to receive the "Zero Waste Certificate" in 2022.

Energy Saving

7 AFFORDABLE AND CLEAN ENERGY



Electricity Savings: Penta Teknoloji regularly records the electricity consumptions that occur during its activities; regularly calculates the reduction amounts provided by the improvement studies and measures it has implemented. In addition, in order to increase energy efficiency, it takes into account that the electronic and all other devices that cause consumption will consume at the most ideal level.

Water Saving: Practices for efficient water use are implemented at locations within the Company. The focus is on reducing water-related environmental impact through practices aimed at monitoring water use and consumption and reducing it through systemic improvements. In addition, it is aimed to raise awareness of employees through announcements on special days and weeks in internal communication channels and environmental trainings.

Fuel Consumption: The natural gas consumption of the Company used for heat energy and the consumption of fuel oils such as gasoline and diesel used in vehicles are regularly monitored, and a positive contribution is made to climate action by reducing carbon emissions released into the environment.

“ Being aware of the negative effects of climate change on our world, Penta Teknoloji continues its activities with the awareness and effort to minimize the negative effects on the environment and climate. ”

Resource Saving



Penta Teknoloji aims to minimize natural resource consumption as a requirement of its sustainable environmental principles. In this direction, business processes are moved to digital platforms as much as possible and thus, resource consumption such as paper and cartridges is reduced. Some of the projects and applications realized in this context are listed below.

- Use of e-Archive, e-Invoice and e-Waybill,
- Transition to digital user manual and digital warranty card instead of printed paper with plastic packaging,
- Storing in-house documentation on digital cloud systems instead of written documents,
- Use of electronic signature for official documents,
- Using electronic forms and documents in transactions rather than paper documents for internal processes.



“As a result of the use of digital user manual and warranty card instead of printed documents, carbon emissions were reduced by saving over 6 tons of paper (approximately 110 trees) and over 2 tons of plastic packaging in 2022.”



Environmental Performance

In 2022, **14.284 kg** of waste generated by Penta Teknoloji was disposed of. **10,3%** of these wastes are classified as hazardous waste. The amount of waste disposed of in 2021 is **13.723 kg** and the rate of hazardous waste is **14,5%**.

 Waste by Type	2020	2021	2022
Electronic Waste	8.875 kg	11.600 kg	12.698 kg
Battery Waste	0 kg	135 kg	115 kg
Hazardous Waste	2.213 kg	1.988 kg	1.471 kg

In 2022, a total of **61.345 kg** of waste of different types was collected in Penta Teknoloji offices and warehouses and recycled. The total amount of waste recovered through recycling in 2021 was **96.210 kg**.

 Recycled Waste	2020	2021	2022
Paper&Cardboard Waste	62.200 kg	90.910 kg	57.070 kg
Metal Waste	1.940 kg	4.820 kg	2.760 kg
Glass Waste	500 kg	480 kg	585 kg
Plastic Waste	0 kg	0 kg	930 kg

Penta Teknoloji applies various methods to reduce energy consumption and make a positive contribution to the environment. In the first place, awareness trainings are organized for all employees. The awareness that is being tried to be created is reinforced with internal announcements, bulletins, printed and digital posters, short films and workshops.

 Energy Consumption	2020	2021	2022
Electricity	615.315 kwh	821.342 kwh	915.492 kwh
Water	7.096 m ³	7.680 m ³	6.232 m ³
Natural Gas	43.285 m ³	80.522 m ³	79.083 m ³

It is observed that electricity and natural gas consumptions, which were low during the Covid-19 pandemic in 2020, increased significantly in 2021 and 2022 compared to 2020, due to the decrease in remote work and the increase in working time in offices after the pandemic.

Electricity consumption, which was **615.315 kWh** in 2020, increased to **915.492 kWh** in 2022, and natural gas consumption, which was **43.285 m³** in 2020, increased to **79.083 m³** in 2022; water consumption followed a relatively parallel course, but decreased to **6.232 m³** with the savings measures and awareness studies in 2022.

SOCIETY



Progress with Social Equality



With the social responsibility project "Make a Difference in Life", it is aimed to reduce inequalities in society, to spread the culture of cooperation and solidarity to the whole society, to increase the consciousness of people on all kinds of issues concerning the society and to encourage them to take action by raising awareness.

Among the priorities of Make a Difference in Life is the happiness of children, who are the building blocks of society and will determine its future. In this direction, the Make a Difference in Life team regularly provides aid to village schools in need, meeting the educational needs of children and opening a door to their happiness.

A healthy life is everyone's right. In this context, the Make a Difference in Life initiative organizes aid campaigns to support non-governmental organizations.

Make a Difference in Life does not forget the other living beings that are intertwined with society and with which we share the ecosystem. The Paw Club, which is actively supported by employees, organizes works related to stray animals in need of affection, attention, care and treatment.

2022 Highlights



“

Penta Teknoloji's sustainability strategy, which is based on advancing society forward, prioritizes actions that will make a difference in life.

”

Outreach to
32 Village
Schools

Sending
120 kg of Blue
Caps to the
Spinal Cord
Paralytics
Association of
Türkiye

34 Treatments
and **12**
Adoptions
with the Paw
Club





APPENDIX 1: SOCIAL PERFORMANCE INDICATORS

Employees by Gender and Category	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Number of out-of-scope employees	121	138	131	135	132	129
Number of in-scope employees	0	84	0	89	0	89
Total	121	222	131	224	132	218
Total number of employees	343		355		350	

Employees by Working Hours	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employees for 0-5 years	47	66	57	75	55	59
Employees for 5-10 years	33	50	27	38	26	41
Employees for 10 years or more	41	106	47	111	51	118
Total	121	222	131	224	132	218
Total number of employees	343		355		350	

Employees by Gender and Age	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Over 50	2	11	4	12	5	16
30-50	81	168	87	161	89	155
Under 30	38	43	40	51	38	47
Total	121	222	131	224	132	218
Total number of employees	343		355		350	

Employees in Senior Management by Gender and Age	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Over 50	0	1	0	1	0	2
30-50	2	1	2	1	3	2
Under 30	0	0	0	0	0	0
Total	2	2	2	2	3	4
Total number of senior management employees	4		4		7	

Maternity Leave by Gender	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Number of employees on maternity leave	2	13	9	10	3	7
Number of employees returning to work after maternity leave	2	13	9	10	3	7

Employees Subjected to Performance Evaluation by Gender and Category	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Out-of-scope employees	121	138	131	135	132	129
In-scope employees	0	84	0	89	0	89
Total number of employees subject to performance evaluation	84		89		89	

New Employees by Gender and Age	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Over 50	0	0	0	0	0	0
30-50	6	4	5	7	7	1
Under 30	6	16	23	25	9	28
Total	12	20	28	32	16	29
Total number of newly hired employees	32		60		45	

Employee Turnover by Gender and Age	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Over 50	0	1	1	2	0	0
30-50	4	12	10	16	10	13
Under 30	8	7	8	12	8	22
Total	12	20	19	30	18	35
Total number of departing employees	32		49		53	

Voluntary Resignations	2020	2021	2022
Turnover Rate	0%	0%	0%

Trainings (person x hour)	2020	2021	2022
Professional and personal development training	3.147	7.024	6.263
OHS training	1.912	1.997	1.872
Total	5.059	9.021	8.135

OHS Performance	2020	2021	2022
Number of fatal cases	0	0	0
Lost day accident frequency rate (LTAR)	1,08	0,64	0,95
Occupational disease rate (ODR)	0	0	0
Accident severity rate (ASR)	1,51	3,51	3,17

**APPENDIX 2: ENVIRONMENTAL PERFORMANCE INDICATORS**

Energy consumption	2020	2021	2022
Buildings fuel & electricity	43.900	81.343	79.998
Purchased electricity (mWh)	615	821	915
Natural gas (m ³)	43.285	80.522	79.083
Vehicle fuels	0	0	0
Renewable energy	0	0	0
TOTAL	43.900	81.343	79.998

Water usage (m ³)	2020	2021	2022
Tap water	7.096	7.680	6.232
TOTAL	7.096	7.680	6.232

Waste amount (kg)	2020	2021	2022
Dangerous waste	2.213	1.988	1.471
Recycled	64.640	96.210	61.345
Battery waste	0	135	115
Electronic waste	8.875	11.600	12.698
TOTAL	75.728	109.933	75.629

APPENDIX 3: MEMBERSHIPS AND COOPERATIONS

Informatics Industry Association (TÜBİSAD)

Istanbul Chamber of Commerce (İTO)

**GRI CONTENT INDEX**

GRI STANDARDS	DISCLOSURES	PAGE NUMBER / SOURCE / LINK	
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
Organizational Profile	102-1	3	
	102-2	5	
	102-3	https://www.penta.com.tr/contact/	
	102-4	5	
	102-5	5	
	102-6	5	
	102-7	5	
	102-8	53	
	102-11	13,14	
	102-12	54	
	102-13	54	
	Strategy	102-14	4
		102-15	13,14
	Ethics and Integrity	102-16	6,12,21
102-17		12	
Governance	102-18	11	
	102-19	15	
	102-20	15	
	102-22	11	
	102-23	11	
	102-32	15	
	Stakeholder Engagement	102-40	16,17,18,19,20
102-42		16,17,18,19,20	
102-43		16,17,18,19,20	
102-44		16,17,18,19,20	
Reporting Practice	102-46	21	
	102-47	15	
	102-49	None	
	102-50	3	
	102-51	None	
	102-52	3	
	102-53	3	
	102-54	3	
	102-55	55,56	
	102-56	None	
GRI 103 Management Approach 2016			
Management Approach	103-1	21	
	103-2	21	
	103-3	21	
GRI 200: Economic			
Economic Performance	103-1	21	
	103-2	21	
	103-3	21	
Anti-corruption	205-2	12	
	205-3	12	
Anti-competitive Behavior	206-1	12	

GRI STANDARDS	DISCLOSURES	PAGE NUMBER / SOURCE / LINK
GRI 300: Environmental		
Energy	302-1	50,54
	302-4	48,50
Water and Effluents	303-5	50,54
Waste	306-2	50
	306-3	50
	306-5	50
Environmental Compliance	307-1	None
GRI 400: Social		
Employment	401-1	53
	401-2	53
	401-3	53
Occupational Health and Safety	403-1	43
	403-2	43
	403-3	43
	403-4	43
	403-5	43,53
	403-6	43
	403-7	43
	403-8	43,53
	403-9	43,53
	403-10	43,53
Training and Education	404-1	36,53
	404-2	35,36
	404-3	53
Diversity and Equal Opportunity	405-1	32,33,34

-penta®

     /pentateknoloji

www.penta.com.tr

www.bayinet.com.tr