DATAMARKET

2022

Sustainability Report

Contents

Murat Boyla

- **CEO**

Dear Esteemed Stakeholders,

As Data Market, we have been serving in the IT sector as a business partner trusted and preferred by our customers with our identity as a solution provider and system integrator since 1992. As an organization that has been serving in the technology sector in our country for 30 years; we have become a well-established, experienced, leading and value-creating organization.

The 30th anniversary makes us think about the next 30 years and helps us shape our future. With 30 years of experience and maturity, we believe that we are better able to see and understand the requirements of today and the future. In this context, in line with our vision, we aim to become a brand that focuses on all stakeholders in its solutions and services, creates value and positive impact, and covers Turkey and the world.

Today, we are aware that sustainability plays a key role in the efficiency and effectiveness of the business world, the development of countries, the peace and prosperity of society, the quality of life of people and the protection of their vital needs, and the success of companies. Therefore, we strive to manage both our direct and indirect impacts on sustainability.

To this end, we will continue to support business models that include our stakeholders and all segments of society. In pursuing these goals, we will be guided by our sustainability strategy.

At Data Market, we are pleased to see an increasing awareness of sustainability both among society and among our customers, employees, partners and shareholders. In this context, we plan to increase our investments in the coming period in order to provide the highest level of value to all segments of society.

When we look at today and the near future, i.e. our age, it is obvious that there is a need for solutions that make a positive contribution to the human and the ecosystem. This is the essence of the concept of "Sustainability", which is increasingly on our agenda as a necessity of the age, and it is important to understand and explain the contributions of our solutions and services to the 3 dimensions of sustainability, namely "environment", "social" and "governance", both for our development and to move forward in harmony with our stakeholders and our external universe as a whole.

As DATAMARKET, we contribute positively to the reduction of resource consumption, waste and greenhouse gas emission amounts, which are included in the environmental dimension of sustainability, with the solutions we provide such as virtualization and digitalization. With our solutions, we also contribute significantly to reporting, analyzing, increasing efficiency, improving efficiency, increasing productivity and efficiency.

The solutions we create within the scope of sustainability management are useful for the effective management of topics under the environmental and social dimensions. The governance section provides many benefits such as corporate governance, quality management, risk management and grievance management. Through the solutions we have created within this scope, we realize our transparency, accountability, communication, and continuous improvement goals.

As can be seen from all of this, our age is the age of sustainable development and we will be focusing on increasing the value we create internally, as well as increasing our contribution to the environment and society. In this context, we have created our sustainability strategy, received opinions from our internal and external stakeholders, identified our material sustainability topics, and thus focused on maximizing our positive impacts and minimizing our negative impacts in our sustainability journey on a purely voluntary basis, without being subject to any obligation. We have created policies and set our targets in this direction. We will do our best to reduce the effects of climate change, which increasingly affects our daily lives and has the potential to have a serious negative impact on our quality of life, the health of humanity, and the peace and prosperity of society in the coming years. In this context, we have had our carbon footprint, which determines the amount of greenhouse gas emissions that cause climate change, calculated in accordance with the ISO 14064 standard, and we will gladly use our experience, technology, know-how and time to reduce the carbon footprint of both ourselves and our stakeholders.

As a result, we, as DATAMARKET, will be working, dreaming and realizing with all our strength and passion with our stakeholders as a whole for the double wings to flap freely in a cleaner, healthier, happier, more ethical, more equal, more fair, more united and more smiling world 30 years later.

In order to grow with this dream, we have increased our investments 20 times in the last two years and tripled our turnover. We are moving forward with the goal of making our R&D center, which we established in 2015 to develop domestic software products that can compete in international markets, an "R&D Center" approved by the Ministry of Industry and Technology of the Republic of Turkey.

We present all these sustainability-oriented activities, our vision and perspective for the appreciation and benefit of all our stakeholders with the "Data Market Sustainability Report 2022" prepared in accordance with the internationally recognized GRI standards. We owe a debt of gratitude to all our employees, business partners and stakeholders who support our sustainability journey, which we will continue without slowing down in the coming years.

Together for the better, one more step!

Sincerely regards;

Murat Boyla
CEO

GRI 2-11; GRI 2-12; GRI 2-13; GRI 2-22;

Data Market Bilgi Hizmetleri A.Ş.

Maslak Mahallesi Büyükdere Cad.
Maslak İş Hanı No: 239 / 3
Sarıyer / İstanbul

Telephone: +90.212.337 07 07
Fax: +90.212.337 07 08

About the Report

Data Market is one of Turkey's leading companies in the IT sector and, with its visionary perspective, assumes a pioneering role in its sector and attaches importance and speed to sustainability efforts. With this perspective, it wants to transparently share its sustainability activities with all its stakeholders in accordance with international standards in a holistic manner.

Within the scope of the report; Data Market's priorities, approaches, systems, activities and targets in economic, environmental, social and governance areas are presented. In this first sustainability report of the organization; the reporting period is January 01, 2022 to December 31, 2022 and unless otherwise stated, the data and information in the report reflect the period in question. In order to follow the trend, data for the last 3 years are presented in the tables.

Data Market 2022 sustainability report
https://www.datamarket.com.tr/surdurulebilirlik/surdurulebilirlik-raporlarimiz/
https://www.datamarket.com.tr/politikalar/

and you can send your questions, comments, and suggestions regarding the report to us at info@datamarket.com.tr

Corporate Profile

About Us

Providing end-to-end services to its customers since 1992, Data Market is a strategic information technology business partner with its solution provider and system integrator identities. With the importance it attaches to sustainability, Data Market constantly renews its operations and invests in sustainable information technology solutions.

Providing end-to-end services to its customers since 1992, Data Market is a strategic information technology business partner with its solution provider and system integrator identities.With the importance it attaches to sustainability, Data Market constantly renews its operations and invests in sustainable information technology solutions.

Vision and Mission

Vision

To be a global brand that carries its stakeholders into the future with sustainable technology solutions.

Mission

To provide our customers with technology services and solutions that add value, create difference and increase their competitiveness..

Brands

Data Market has developed ideal IDM, an Identity Management application. ideal IDM is a synchronization application that integrates employee information defined in human resources applications with the Active Directory system and other applications that manage information systems access authorization, and enables organizations to create role-based authorization matrices.

Data Market has developed the Mobile Collar application for "Single Platform Communication" with all employees in corporate life. Mobile Collar is a corporate mobile application that brings employees and the company closer and allows them to interact anytime, anywhere.

Data Market has developed a Corporate Support and Consultancy Service under the name of i-s.tech application. Through the application, Data Market customers can submit incident reports or new service requests in accordance with ISO 20000 and ITIL 4 standards.

Data Market has created GuardPack Packages to provide various services to its customers under the same roof. Within the scope of GuardPack Packages, it offers technical help desk, field services, maintenance and repair services, and corporate services to its customers.

Services

Providing end-to-end service to its customers since 1992 with its expert staff and sector experience, Data Market helps to select the solutions that will provide the highest benefit by comparing the applications that businesses need, together with the hardware and infrastructure required.

In this context, various services offered by Data Market to its customers are listed below:

Microsoft Licensing Services:

As a Microsoft Solutions partner, Data Market serves its customers with its expert staff in Microsoft software, applications and cloud solutions in order to adapt to changes in technology and accelerate this process. As a Microsoft SAM (Solutions Assessment Management) partner, it provides consultancy to its customers on the following topics with its expert team on the selection of the right solutions and licensing models:

LSP (License Solution Provider):
Aims to provide licensing expertise to ensure cost-effective solutions for applicable devices using both on-premises and cloud-based products.

LIME
Lime Portal is a license management portal provided by Data Market to its customers. This portal allows customers to manage their subscription options and create renewal plans for these subscriptions from a single center in a self-service manner online.

SAM (Solutions Assessment Management)
A set of practices that includes optimizing the acquisition, deployment, maintenance and use of Microsoft software, applications and solutions within an organization

CSP (Cloud Solution Provider):
A Microsoft Partner that provides services that facilitate access to and control the functionality of cloud architecture.

Data Market Cloud Solution and Consulting Services:

With its Azure Expert MSP title and Microsoft partnership, Data Market supports organizations in their transition to cloud technologies with consultancy services and enables its customers to manage their Azure environments in the most effective way with its Cloud Managed Services service.

Data Market Managed Services

With its Managed Services, Data Market helps its customers optimize their business processes, increase their efficiency and accelerate their digital transformation and helps organizations gain strategic advantages from on-prem, hybrid and cloud investments by performing operational IT tasks on behalf of customers.

GRI 2-6

Consulting Services

Data Market stands by its customers in their IT transitions by providing consultancy services in all cloud and on-prem projects with its highly specialized staff.

yonetilenhizmetler.com

bulutdonusumu.com

i-s.tech Corporate Consulting and Support Services:

Data Market offers corporate support and consultancy services to its customers with the experience it has gained since its establishment. i-s.tech is the name given to this service.

With i-s.tech MSP Portal, Data Market customers can manage and monitor Incident Management, Problem Management, Knowledge Base and Change Management processes online.

VMware Services:

Data Market supplies professional, holistic and complementary VMware Services for its corporate customers and provides optimization and support services within this scope. In this context, all consultancy, transformation services and additional services that customers may need before, during or after the VMware Services process are offered as a natural part of the process.

Professional Consulting Service:
It includes architectural design, installation, update, version migration and migration professional consultancy services on server virtualization, network virtualization, desktop virtualization and data storage virtualization in VMware environments.

VMware Project Management Service:
Within the scope of this service, VMware project scope determination and management, organization of project opening and closing meetings, project change management, project plan management and follow-up, preparation and management of project communication plan, preparation of project risk plan and submission of project reports are carried out.

Incident Response Service:
Within the framework of the Data Market VMware Services agreement, support services provided by responding to incidents on systems in customer VMware environments within the Service Level Targets.

Health Scan Service
It includes checking the general health status of VMware environments, extracting and reporting configuration differences in line with manufacturer recommendations.

GRI 2-6

It provides consultancy services in many areas such as analysis, reporting, needs determination, solution design creation and installation commissioning in line with the information technology needs of its corporate customers.

Consultancy activities provided under Professional Services:

- Information Technologies performance and health status analysis
- Information Technology design and adaptation
- Business Continuity consultancy

- nstallation, commissioning and deployment services
- Backup and disaster recovery consultancy
- Hybrid cloud consulting

DELL and HPE Professional Services:

As an authorized service center of Dell Technologies, HP and HPE, Data Market provides uninterrupted maintenance and repair services to its corporate customers in accordance with the procedures and standards determined by the manufacturer within the scope of guaranteed support services.

Field Services:

Field Support Services include support services provided on-site or remotely to ensure uninterrupted and highly efficient operation of IT systems. Telephone support, intervention with remote access, on-site intervention, preventive maintenance, repair services including parts are offered selectively or all together. Within the scope of this service, problems that may arise in IT systems are resolved with the guarantee of intervention time and solution time.

Field Support Service scope:

- **Telephone support:**
  Customers who benefit from this service can receive expert assistance from our Call Center 24×7 or 5×8 Data Market about their problems subject to the scope of service.

- **Preventive Maintenance:**
  Preventive maintenance aims to predict and prevent possible problems that may arise by regularly checking the systems

- **Moving and Relocation Services:**
  Data Market provides all the services you may need when moving your business to a new location. Within this scope, all operational processes required for the transition of your business to the new working environment are planned and turnkey projects are realized within the framework of this plan.

- **Partial Repair Services:**
  Part-inclusive repair services prevent unforeseen spare parts costs due to malfunctions and prevent business interruption losses.

- **Remote access:**
  The software-related problems of our customers who benefit from this service are solved by Data Market experts with remote desktop access.

- **On-site Intervention:**
  Software-based problems and hardware problems that cannot be solved with remote desktop are solved on-site by Data Market experts.

- **Installation and Dissemination:**
  Data Market promotes the operating system, services and applications in the existing structures of the institutions to new and more performant versions without interrupting the operation and without causing data loss. The service offered in this regard includes all design planning, implementation and support services related to the transition to version applications

Digital Transformation Projects

Digital transformation is the improvement of the level of productivity by utilizing the power of technology in the organization of business activities. Through projects in this field, Data Market is able to improve the way of doing business and benefit its customers in many ways. In this context, it digitalizes data management, facilitates process and document management, makes communication fast and efficient, and supports and accelerates analysis and decision-making. In this way, business efficiency is increased and resource utilization can be saved. In addition to the positive impact Data Market's Digital Transformation Project has had on the environment, the advantages it has brought to its customers can be summarized as follows

→ Productivity	→ Cost Savings	→ Business Continuity	→ Fast Solution

Data Market Digital transformation portfolio is presented below.

- Robotic Process Automation
- Digital Archive
- Invoice Automation
- Contract Management

- Mobile Yaka- Corporate Mobile Portal
- OnBase - Document and Content Method
- Ideal IDM - Centralized Identity Management

Information on Data Market brands within the scope of the report can be found under the Brands heading.

GRI 2-6

Awards and Achievements

YEAR	AWARD RECEİVED	AWARDING INSTİTUTİON
2022	VMware Partner Connect Project of the Year Award	VMware
2022	Highest Turnover Partner of the Year	VMware
2022	Channel Partner with the Highest Growth	HP
2022	Partner of the Year - Highest Total Turnover	Dell Technologies
2022	Metna Solution Partner of The Year	VMware
2021	End-to-End Dell Technologies Strategic Project - VMware Project	Dell Technologies
2021	Highest Server Solutions of the Year	Dell Technologies
2021	Highest Total Turnover of the Year Award	Dell Technologies
2021	Microsoft Turkey Partner of Year	Microsoft
2021	Metna Solution Partner of The Year	VMware
2021	VMware Partner Connect Project of the Year Award	VMware
2021	IT 500 System Integrator & Business Partner Software Cat. Award	Bilişim 500
2021	Informatics 500 27th place	Bilişim 500
2021	441st place in Fortune 500	Fortune 500
2021	Social Media Project Award - Marketing Captain	BT Haber
2020	Microsoft Azure Expert Managed Services Vendor	Microsoft
2020	Informatics 500 28th place	Bilişim 500
2020	Fortune 357th place	Fortune 500
2019	IT 500 29th place	Bilişim 500
2019	Fortune 457th place	Fortune 500

GRI 2-6

Awards and Achievements

Data Market succeeded in becoming the "VMware METNA Solution Provider" of the year and received its award by participating in the VMware Explore event held in 2022..

Data Market Hyland Software Sole Authorized Solution Provider and Distributor in Turkey

Data Market has been the sole authorized solution provider and distributor of Hyland software in Turkey since 2011 and has been providing international consultancy services as a service provider since 2017. In 2020, Data Market achieved "Diamond" status and has realized many projects in the UK, Germany, France, and the USA.

Data Market has worked in the MEA region (Saudi Arabia, United Emirates, Egypt) within the scope of OnBase Consulting service. With the Data Market consulting team consisting of OnBase Installer, Workflow and API certifications members, Data Market has built knowledge in Unity Forms, WorkView, Workflow, Advanced Data Capture and Brainware.

Data Market is the Only Participant from Turkey at Microsoft Connection Event

Data Market was the only Turkish company invited to present in the Frontline Worker category at the Microsoft Connection event. Serhat Sarı, MW Solutions team leader at Data Market, made a successful presentation and ensured that the project attracted great interest.

2 Awards from Dell Technologies to Data Market

Data Market, one of Dell Technologies' business partners, has added another one to its achievements in the industry by winning the Highest Turnover and Highest Server award for 2021.

R&D and Innovation

Leading technology and innovations in this context is crucial for ensuring sustainable growth in the IT sector.

Investing in technology helps the company both compete in the international market and grow. With this foresight, Data Market established an "R&D Center" in 2015. The main reason for the establishment of this center is to develop domestic software products and create a chance to compete in the international market. The main reason that distinguishes Data Market from its competitors in this regard is that it aims to develop domestic and national products. At Data Market's R&D center, identity management, IoT platforms, mobile applications and Ideal Mobile Collar applications are being developed.

Identity management is a system that allows predefined people to access information assets and to determine who can enter the program. In this way, the security of data is placed under the control of a preferred person, laying the foundations for a reliable system.

IoT (Internet of Things) is a system that enables the management and monitoring of computers that are part of the ecosystem. Through this system, it has become possible to complete work in a much more secure and systematic way. Data Market's R&D center aims to become an R&D center approved by the Ministry of Industry and Technology of the Republic of Turkey by establishing goals and strategies, collaborating with universities and consulting firms. In addition, Data Market holds name patents for products and brands. Data Market also aims to create technological patents in the future. In 2022, Data Market's R&D department has 14 employees and has been growing for the last three years, as seen in the table below. The number of employees in the R&D department by years is broken down by gender in the table below.

Number of R&D Employees:

YEAR	MALE	FEMALE	TOTAL
2022	12	2	14
2021	11	2	13
2020	10	1	11

Economic Value Created

In 2022, Data Market offered its customers a comprehensive improvement service through the products developed as a result of its R&D activities. In this way, Data Market, which started to produce 100% domestic solutions, has shown a strong and solid growth performance with its ongoing financial investments and new strategic business partnerships.

Data Market monitors the company's developments in the corporate and international markets with financial indicators that continue to improve every year.

In addition, any risks and opportunities that may arise as a result of developments are also recorded by Data Market. In 2022, Data Market achieved remarkable success both operationally and financially, tripling its net sales to 2.84 billion TRY.
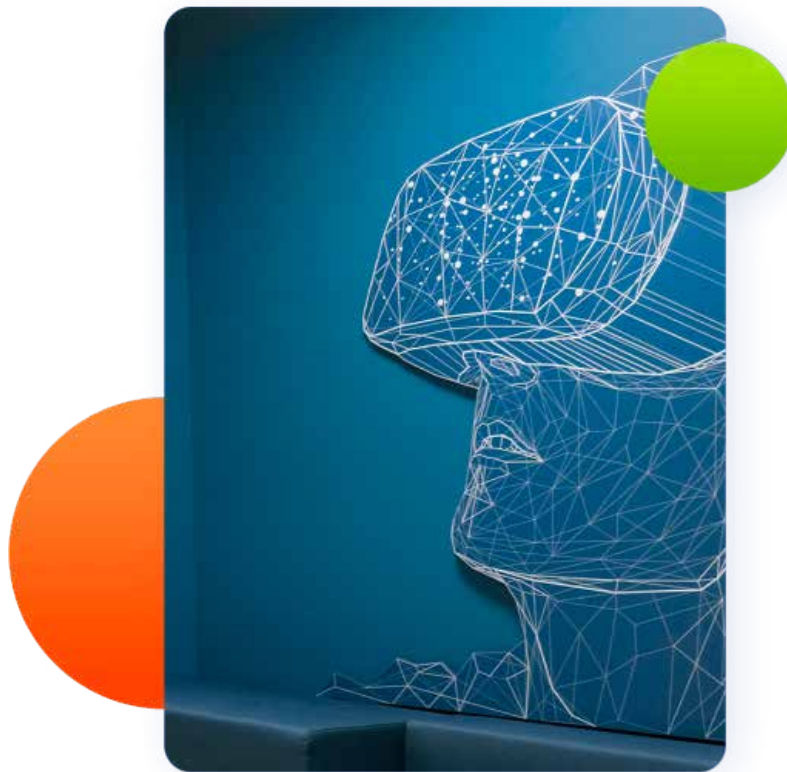
Corporate Governance

Committees

While Data Market conducts its activities and policies, the main responsibility lies with the Board of Directors; however, it transfers some of its authorities to committees within the limits of the law.

Data Market has a Sustainability Committee and an Integrated Management System (IMS) Committee, which report directly to the Board of Directors. The Sustainability Committee is included in the following section, "Sustainable Management Approach", and information on the IMS Committee is presented below:

Integrated Management System (IMS) Committee

Data Market Integrated Management System Committee consists of Information Security Officer, Management System Officer, Environmental Management System Representative, Team Leader, and Other Team Members.

IMS Committee Roles and Responsibilities

Committee members;

- Ensures that the IMS in the company is established and operated in accordance with the current ISO 27001, ISO 22301, ISO 9001, ISO 10002, ISO 14001 and ISO 20000-1 standards.

- Conducts and reports studies for the determined IMS targets.

- Measures and evaluates the effectiveness and performance of the IMS.

- Investigates the causes of information security vulnerabilities and violations, preserves and reports evidence when necessary, and takes measures and improvements.

- Works for the implementation of the objectives specified in the IMS policy.

- Performs risk assessment studies, prepares the report and submits it to the IMS Team Leader.

- Conducts preparatory work for risk processing, prepares the plan and submits it to the IMS Team Leader.

- Investigates how changes in the Company's business requirements, assets or risks over time affect the previous results. Ensures that the post-change status of the "accepted" risks remaining from previous studies is reviewed.

- Initiates a new risk assessment study if necessary. If there are risks that need to be processed according to the results, it ensures that processing plans are created for these risks.

- Prepares and assists in the preparation of the documents needed for the IMS and ensures that existing documents are updated.

- Intervenes in security violations when necessary..

- Monitors the physical security requirements of the environments within the scope of the IMS and ensures that records are kept.

- Ensures that security event records are kept. Initiates action when necessary.

- Performs impact analysis of security incidents or errors that have occurred or are likely to occur in accordance with the asset value, analyzes the reports and informs the relevant parties.

- Prepares capacity planning.

- Prepares, updates and reviews company information assets and asset inventory.

- Monitors the implementation of company IMS

- Determines the security needs of the system arising from reviews, corrective and preventive actions. In line with these needs, it transmits the change proposals to the relevant authorities and coordinates the fulfillment of the needs.

- Coordinates the physical security access authorization arrangements of the areas belonging to the company's information systems and directly accessible to these areas.

- Ensures that awareness trainings on IMS topics are periodically given to company personnel and new personnel.

- Coordinates the periodic participation of company personnel in training and information meetings to be organized.

- Makes arrangements to ensure that company personnel are aware of and responsible for policies, procedures and instructions within the framework of existing laws, regulations and circulars.

Shared Responsibilities

All Company personnel;

- Complies with the policies, procedures and instructions determined within the framework of the IMS Policy by signing the Security Commitment Letter.

- Depending on their job descriptions, they comply with the obligations required by their current duties and responsibilities outside of working hours and work area.

- When he/she notices any information security vulnerability or incident, he/she immediately notifies the IMS Team in accordance with the Breach incidents management procedure.

- Uses information services, public areas, access authorizations and business processes in accordance with access authorizations.

- Ensures that corporate information assets are backed up by keeping them in public areas on servers in the network environment.

- Ensures the security and confidentiality of accounts, passwords, and information assets under its authority.

- Does not allow information labeled "Top Secret" and "Confidential" to be deleted, copied, or shared without the approval of the unit supervisor.

- Does not install or request the installation of software and hardware that may compromise

security other than the specified standard programs.

- Uses all kinds of software, hardware and communication resources provided by the company within the framework of the job description.

- Does not keep any information, document, picture, movie, sound, and similar files that constitute criminal elements in the electronic communication environment, personal computer and/or local network disk areas.

- Takes responsibility for all kinds of media protected by intellectual and property rights that may exist in the user's personal environment outside the specified standards.

- Does not request to be a fully authorized user on the computer, except as required by the job description and with the approval of Information Technologies (IT).

- In case the office environment is left empty, takes measures to protect the information assets in the environment against unauthorized use (Acceptable use policy, use of screen saver, etc.)

- Notifies the administrative affairs personnel when a suspicious person or an unaccompanied stranger is encountered.

- Participate in "Awareness Trainings" at least once a year.

GRI 2-9; GRI 2-14: GRI 2-27

Board of Directors and Structure

Data Market's Board of Directors is the driving force that determines Data Market's corporate governance approach and guides the Company's sustainability efforts.

The Board of Directors is mainly responsible for determining the Company's management organization, financial planning, and the appointment of senior management. In addition, the Data Market Board of Directors is the highest governance body that sets and approves the Company's objectives. The Board is also responsible for strengthening risk management processes and improving sustainability performance. The Board of Directors monitors whether the Company's executives act in accordance with all written policies and guidelines of the Company, especially legal compliance, and ethical values. Data Market's Board of Directors consists of competent and experienced professionals with strong backgrounds. Mr. Murat Boyla, the head of the Data Market Board of Directors, who has carried out many projects to date, is also the General Manager and Chief Executive Officer of the Company. Nilgün Toraman continues to serve as Vice Chairperson of the Executive Committee. According to the Company's Corporate Governance approach, it is aimed at providing regular training to each member of the Data Market Board of Directors and all employees on sustainability and social responsibility projects. Within the scope of the relevant strategy, in 2022, sustainability training was organized for all employees to raise internal awareness on sustainability.

The following fundamental principles and elements are under the guarantee and responsibility of the Board of Directors:

Data Market,

- It adopts the scope of the United Nations Universal Declaration of Human Rights and respects human rights in all its activities..

- In all HR processes starting from recruitment, it adopts an inclusive behavior by offering equal conditions to its employees without discrimination based on belief, sect, language, race, nationality, color, political and philosophical opinion, gender, sexual orientation, ethnic origin, union activity, age, disability, pregnancy, military service, social class and marital status.

- While determining the wages and benefits offered to its employees, it takes title, competence, experience, and performance as a basis, and does not discriminate based on the above-mentioned and similar factors.

- It cares that its employees work in a healthy and peaceful manner in a safe work environment. In this context, it takes all measures required by laws and regulations.

- It endeavors to create a company culture of understanding and good relations.

- The Company provides its employees with working environments where they can perform effectively and efficiently.

- The Company does not employ individuals with child labor status and makes the necessary notifications to ensure that subcontractors do not employ them.

- The Company does not allow forced labor and modern slavery practices within the Company and pays attention to the protection of work-private life balance and privacy of private life..

- In order to contribute to the professional, technical, and personal development of employees, the Company supports their participation in trainings.

- The Company works to increase employee loyalty and satisfaction.

- Respects the legal rights of employees to form associations and unionize and works to prevent discrimination in these matters.

- Records, stores, and destroys all personal information shared by employees with the company in accordance with the scope of the "Law No. 6698 on the Protection of Personal Data"..
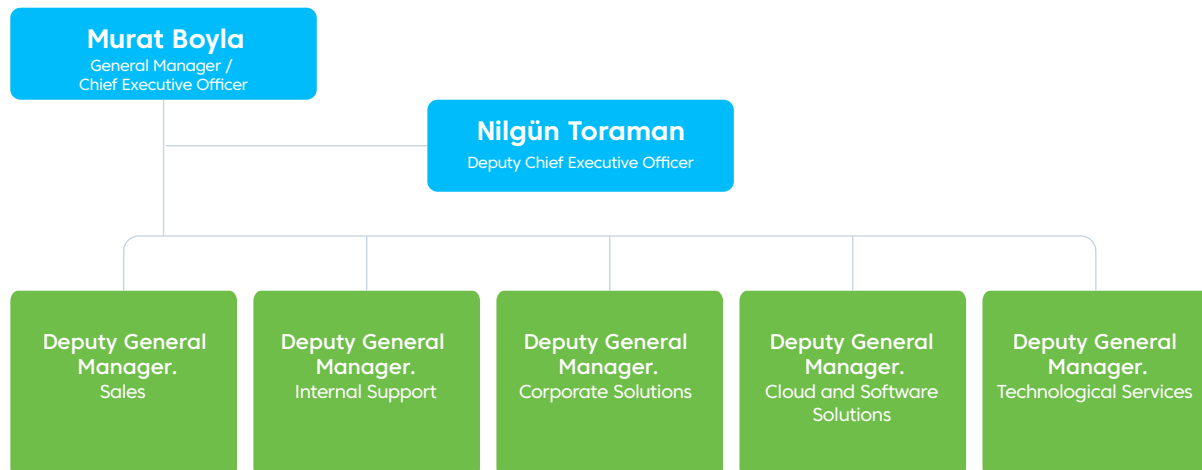
GRI 2-9; GRI 2-11; GRI 2-12; GRI 2-17; GRI 3-3; GRI 408-1; GRI 409-1

Board of Directors and Structure

The presence of sectoral experience in the structure of Data Market's Board of Director and senior management team is quite prominent. The experience of the Chairperson and Vice Chairperson of the Board of Directors, who have been in the sector for many years, is supported by expert staff in the management of business functions. Assistant General Managers responsible for the main product and service groups and responsible for sales, who ensure the organization of in-house support, contribute to the fulfillment of corporate functioning, goals, and responsibilities within the scope of senior management..

NO	1	2
Name Surname	Murat Boyla	Nilgün Toraman Boyla
Title	General Manager & Chief Executive Officer	Deputy General Manager & Deputy Chief Executive Officer
Executive / Non-Executive	Executive	Executive
Gender	Male	Female
Term of Office	26	26
Dependent / Independent Member	Dependent	Dependent
Year of Birth	22.05.1969	24.11.1968
Experience/ Competence in Sustainability	In addition to the development of products and solutions that serve sustainability topics, he has also taken part in social responsibility projects carried out by and outside the organization.	In addition to the development of products and solutions that serve sustainability topics, she has also taken part in social responsibility projects carried out by and outside the organization.

Data Market Management

Murat Boyla
General Manager /
Chief Executive Officer

Nilgün Toraman
Deputy Chief Executive Officer

Deputy General Manager.
Sales

Deputy General Manager.
Internal Support

Deputy General Manager.
Corporate Solutions

Deputy General Manager.
Cloud and Software Solutions

Deputy General Manager.
Technological Services

GRI 2-9; GRI 2-11; GRI 2-12; GRI 2-17; GRI 3-3; GRI 408-1; GRI 409-1

Risk Management

In order to maintain a sustainable business model, it is important to ensure the continuity of business activities, to protect the confidentiality of information in activities, and to effectively manage risks and opportunities, taking into account economic, social and managerial factors.

Data Market risk management is carried out separately for each business process. In this context, risk assessments are carried out in "Integrated Management System" meetings with process owners. Risks are identified, their probability, magnitude and impact are determined, and actions on how to manage risks are determined accordingly. In this direction; necessary management approval is also obtained. Actions may include monitoring the risk, taking measures to prevent the risk, and taking actions to reduce the impact of the risk. The determined actions are included in the business plan and planning is made for their realization within a certain period of time.

n addition to in-house meetings to identify risks, services are also obtained from independent audit firms. This enables a distinct perspective to analyze business processes and risk factors. Within the scope of this service, the independent audit firm conducts a process-based internal audit of Data Market. In addition to examining the processes, the risk assessment made by Data Market is examined, and feedback and process improvement suggestions are received from the audit firm as a result of the examination.

The protection of stakeholders' information assets and uninterrupted workflow are of particular importance for the IT sector. In this context, measures are taken against information security gaps that may occur and cyber threats are identified. Risks are also evaluated through scenario-based analyses. In order to eliminate the risks that are important for our sector and to prevent them before they materialize, it is very important for information security that systems and software are regularly maintained and kept up to date. In this context, necessary drills are conducted for information technologies, and in case of an interruption, actions are determined to eliminate the interruption in a brief time by determining how to proceed. In addition, reports of the drills are kept and can be evaluated at later stages.

Within the scope of Data Market risk management, it is not ignored that every risk may also contain an opportunity.

Ethics Management

While Data Market works to build projects that carry its stakeholders into the future with sustainable technology solutions and to become a global brand, it is extremely sensitive to human rights, ethical principles, anti-bribery and anti-corruption topics while fulfilling its strategies and activities.

The Company offers its employees equal opportunities to improve themselves in line with their qualifications and demands. Data Market acts within the framework of universal human rights in all its business processes and does not discriminate based on language, religion, race, ethnic origin, political opinion, or gender in its relations with any of its stakeholders, including its employees, suppliers, and customers

Data Market Code of Business Ethics forms the basis of Data Market's ethical business conduct. The Code of Ethics regulates relations with employees, suppliers, customers, shareholders, other stakeholders, and the public. Internal stakeholders can report incompatible behaviors with the Code of Business Ethics through the Ethics Line. Incoming notifications are managed by the Ethics Committee. The Board of Directors is responsible for the implementation, supervision, and review of the code of ethics.

Data Market manages all its activities within the scope of the Ethics and Business Principles Policy and within the framework of the following ethical principles..

- Honesty
- Privacy
- Competence
- Responsibility to Customers
- Compliance / Respect for the Law
- Protecting Corporate Reputation
- Courteous and Fair Behavior
- Becoming a Reliable Business Partner
- Being Innovative
- Sustainability

It consists of values.

Data Market reviews its ethical principles and working principles policy together with all related policies at least once a year, updates and improves it when necessary..

Data Market transparently shares and informs all its stakeholders by publishing all its policies on its website.

In 2022, Data Market filed a total of 1 lawsuit and won this lawsuit. The subject of the lawsuit is the violation of competition conditions.

Data Market attaches great importance to compliance with all laws, legislation and regulations to which it is subject and to avoid behaviors that may damage the corporate reputation. Therefore, it attaches importance to maintaining transparent relations with its stakeholders. Being a trusted company is important for Data Market and it pays attention to be a reliable business partner..

Data Market has set various targets within the scope of ethics management within the axis of responsible business conduct and these targets are stated below:

- Avoiding fines, lawsuits, and losses from non-compliance with contracts
- Compliance, respect for the law, protecting corporate reputation
- Avoiding losses due to misrepresentation
- Making mandatory declarations on time
- Working in compliance with legal and regulatory processes
- Compliance with new legal regulations
- Working with approved suppliers

Ethics Management

Within the scope of its Business Ethics approach, Data Market also addresses the topic of preventing bribery and corruption and manages this topic in line with the Anti-Bribery and Anti-Corruption Policy.

This policy covers all employees of the company, including the Data Market Board of Directors, the companies, and employees from which it receives goods and services, suppliers, consultants, lawyers, external auditors and persons and organizations (business partners) working on behalf of Data Market.

The purpose of the policy is to establish principles and rules regarding the detection and prevention of possible actions that may be considered within the scope of corruption and bribery, to raise awareness and guidance of employees through internal regulations, and to ensure maximum compliance with national and international regulations.

Data Market is against all forms of bribery and corruption. It is absolutely unacceptable to take or give bribes regardless of the purpose. The business relationship with third parties who want to do business with Data Market through bribery or corruption is not continued.

Number of Cases by Year (number)	2022
Total Cases	1
Lost Case	0
Case Won	1

Regarding Violation of Competition Conditions	2022
Number of Lawsuits Filed	1
Number of Penalties Received	0

Data Market adopts the following principles within the scope of its Anti-Bribery and Anti-Corruption Policy;

- Data Market is based on national and international rules/regulations aimed at combating financial/economic crimes and corruption. The Company acts in compliance with all legal obligations in this regard. While conducting its activities in this context, it has a legally compliant stance to combat bribery and corruption by providing openness and transparency to customers and stakeholders.

- Anti-Bribery and Anti-Corruption principles cover all employees of Data Market, starting from the members of the board of directors, and employees are held responsible for compliance with the relevant policy.

- Data Market expects all its stakeholders and employees to work in compliance with the law and includes this guidance in its contracts.

- In the name of bribery and corruption, Data Market takes preventive and preventive measures to avoid any negative situation. However, it is based on transparency for accountability for any negative situation that

may arise. All financial transactions are transferred to the company's books, records, and accounts in a complete and consistent manner in a timely and detailed manner and kept in digital media. All financial/accounting transactions are carried out in accordance with the laws in an open and transparent manner.

- The organization is subject to regular and systematic external auditing (CPA, SMM, Audit.).

- No public institution or organization may lend money to a subcontractor, supplier, consultant, competitor and/or customer, or pay travel expenses and similar payments to a company employee, unless it is included in the relevant contract.

- The Company accepts and undertakes that it will not give/offer bribes and/or commissions.

Information Security Management

Data Market has had a large portfolio through the work it has done since its establishment and has continued its development in the sector. In this way, the work carried out within the company has been completed without errors and with high quality standards.

In order for Data Market's workflow to continue uninterruptedly, all data of employees, customers and third parties within the company are also secured. The fact that personal data and information assets are registered in the system requires these topics to be protected against threats. Data Market has developed a data security strategy to ensure data security within this scope and to prevent any threats from occurring.

Data Market has held the ISO 27001 Information Security Management System Certificate for more than 10 years for the protection of information assets. All procedures and policies required for ISO 27001 are available within Data Market.

In addition to all these, an inventory of information assets was created, all risks against integrity and damage hazards were identified and necessary actions were taken. In addition, the severity of risks was determined by a professional team and all impacts and probabilities were calculated. As a result of these calculations, all topics identified were selflessly recorded in the risk inventory and recorded within Data Market.

While determining the actions, Data Market made a comprehensive planning for high-risk impacts and possibilities. In addition, all necessary precautions were taken within the organization, the process was professionally monitored by Data Market, and measures were taken against incidents that could disrupt information security. In addition, full compliance with the laws within the scope of technical and administrative measures within the scope of PDPL has been ensured.

In order for the rules established within the scope of Information Security to be meticulously met by the employees; policies have been established. Data Market, which organizes its activities for Information Security and Data Protection with great devotion, expects all its employees and other stakeholders to comply with the policies it has prepared in order to prevent any information from being disclosed and to ensure security.
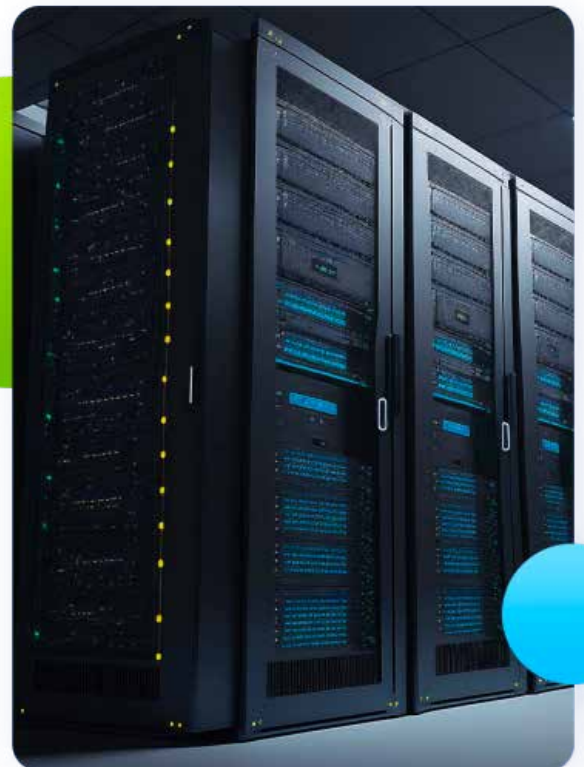
Sustainability Approach

BETTER TOGETHER

Sustainability Management

Data Market established the Sustainability Committee in order to ma... the sustainability approach more effective in all functions within the organization, to apply it in all business activities and to reflect it in its solutions. The Committee takes a visionary, strategic and competent approach by consciously addressing the topic of sustainability.

The Sustainability Committee coordinates the activities conducted and reports to the Board of Directors. While all employees are natural members of the Sustainability Committee, the titles responsible for committee management are listed below:

Sustainability Leader: Responsible for the effective functioning of the Committee and ensures that sustainability topics are effectively included in the agenda of the Company's senior management and resolved.

Sustainability Coordinator: : Provides feedback to the Committee on corporate governance and risk management topics and supports the proactive management of sustainability-related risks. Ensures that the Committee convenes 4 times a year and when deemed necessary.

Brand Communication Representative: Creates an effective communication agenda and roadmap to accurately communicate Data Market sustainability strategies, commitments, and actions to internal and external stakeholders. Increases Data Market brand awareness through its activities.

Human Resources and Training Representative: Responsible for shaping human resources processes to create a sustainable workforce. His/her duties include making effective short-, medium- and long-term workforce planning; increasing employee loyalty, supporting Data Market and its employees to acquire the skills and abilities they will need in the future in parallel with global developments; organizing internal trainings and events to raise employee awareness on sustainability.

Supply and Environmental Management System Representative: Responsible for including suppliers with sustainability strategies and practices and promoting recycling practices and projects within the company.

Information Security Representative: Responsible for ensuring the security, confidentiality, integrity, accessibility, and sustainability of the activities related to the products and services provided by Data Market to its customers and stakeholders, establishes the necessary policies in this direction, proactively manages risks against possible risks and continuously improves the relevant policies and procedures.

Legal and Compliance Representative: Within the framework of sustainable business models, it is responsible for establishing the relevant control mechanisms for compliance with existing and new regulations and legislation and ensuring that they are implemented. It monitors changes in existing regulations and legislation, evaluates their impact on the Data Market business model and warns the Committee and Management about potential risks.

Working Groups: Work under the Committee and are assigned by the Committee. They report their work and the results of their work to the Committee.

GRI 2-9; GRI 2-12; GRI 2-13; GRI 2-14; GRI 2-22; GRI 2-28

Sustainability Management Schema

Board of Directors

↓

Sustainability Leader

↓

- **Sustainability Coordinator**
- **Deputy Coordinator**
- **Supply and Environmental Mgmt. System Rep.**
- **Human Resources and Training Rep.**
- **Information Security Representative**
- **Brand Communications Rep.**
- **Legal and Compliance Representative**

Study Groups

Integrated Management System Team

GRI 2-9; GRI 2-12; GRI 2-13; GRI 2-14; GRI 2-22; GRI 2-28

The roles and responsibilities of the Sustainability Committee are set out below:

Data Market,

- Determining the sustainability strategy and material issues to be focused on, executing, monitoring, auditing, reviewing, improving, and developing policies, targets and practices in the field of sustainability,

- Ensuring that sustainability strategies and business strategies are aligned with the activities it conducts,

- Ensuring that sustainability-related topics are effectively included in the agenda of the Company's senior management and resolved,

- Establishing working / project groups involving internal and external stakeholders and supporting the integration of sustainability into Data Market's way of doing business,

- To follow national and international developments on sustainability,

- To monitor Data Market's carbon footprint, reduce carbon emissions and support the transition to a low-carbon economy model as part of the fight against climate change,

- To decide on national and international memberships and collaborations that will help to achieve the sustainability strategy goals,

- All committee members are obliged to fulfill the main responsibilities above for the realization of Data Market sustainability strategies.

Committee Working Principles

Data Market,

- The meeting call is made by the Committee Coordinator.

- The agenda of the meeting is determined by the Committee Leader and the Committee Coordinator.

- The meeting is held with the participation of at least the absolute majority of the Committee members.

- Committee meeting notes are recorded and published by the Committee Coordinator and his/her deputy.

Sustainability Policy

In carrying out its sustainability activities, Data Market pays attention encouraging sustainability efforts in all areas of its operations.

Data Market in the context of its Sustainability Policy,

- Manages and continuously improves all its processes within the framework of respect for people and the environment.

- Recognizes sustainability as an integral part of the corporate culture and conducts responsible, ethical, transparent, and participatory communication with all stakeholders.

- The diversity of its employees is one of the most essential elements of its human resources.

- Collaborates with its suppliers to benefit from their environmentally friendly products and services and strives to spread sustainability throughout the supply chain.

- Aims to issue a sustainability report every year and reviews its sustainability strategies in line with the report.

- Reviews its Sustainability Policy and all policies under the heading of sustainability at least once a year, updates and improves them when necessary.

- Transparently shares and informs all stakeholders by publishing its policy on its website.

GRI 2-23; GRI 2-24

Integrated Management System Policy

Data Market carries out some of the topics under the concept of sustainability within the scope of the Integrated Management System (IMS) policy. These areas are quality management, information security, business continuity, environmental management, information technologies and customer satisfaction and are managed within the scope of the Data Market IMS Principles and Commitments below. Therefore, Data Market Sustainability Policy is followed by the IMS Policy.

Integrated Management System Principles and Commitments

To import and export computer software, hardware and their consumables in accordance with the laws, to trade, to represent and deal with other domestic and foreign companies operating in these fields, to provide technical support services related to them, to engage in design development activities and to carry out support and consultancy activities on Microsoft Azure managed cloud solutions and as a business partner that carries its internal and external stakeholders to the future with sustainable technology solutions, Data Market;

- To ensure customer satisfaction, environmental management, service management and information security by adhering to all legal regulations and standards, to provide quality service by observing occupational health and safety rules and business continuity criteria in our activities, and to take care to select the relevant parties and solution partners among the companies managed with the same philosophy,

- To process and ensure the confidentiality of personal data belonging to other parties and company personnel in accordance with the legislation,,

- To ensure the effectiveness of the processes, their interactions with each other and to ensure their continuity with the process approach,

- To take measures to mitigate all kinds of risks-threats by evaluating them with a process approach, to turn risks-threats into opportunities and to ensure business continuity,

- Continuous implementation of our goals and plans to ensure the continuity of Integrated Management System (IMS) Standards,

- To respond quickly, effectively, timely and continuously by correctly understanding the needs and expectations of the relevant parties,,

- To act in accordance with our corporate identity,

- To follow innovations and developments in the sector,

- Create an organization-wide culture where health and safety are key operational priorities,,

- To protect information assets against all kinds of threats that may occur,

- To ensure the continuity of the measures taken to mitigate the risks by evaluating all kinds of risks that may cause information confidentiality, integrity, and accessibility to deteriorate,

- To ensure the continuity of the measures taken to mitigate risks by assessing all kinds of strategic, operational, and financial risks arising from business interruptions,

- Creating emergency and disaster scenarios and conducting drills to ensure secure information accessibility and business continuity,

- To create an organizational structure in line with the provision of an effective IMS, to ensure that employees adopt their awareness and responsibilities regarding all systems, and to ensure the continuous development of the IMS levels of personnel at all levels,

GRI 2-23; GRI 2-24; GRI 2-27

- Ensuring that the trainings needed by all personnel who implement, manage, verify, and verify these activities and whose work affects these activities are provided at the highest level, considering that the establishment, maintenance and continuous improvement of the IMS is the work of all employees,

- Regarding all the services we provide; to examine all kinds of suggestions, complaints, requests and objections from our customers as soon as possible, to provide feedback to the customer with a solution proposal and to resolve them in a timely manner with the principles of openness, impartiality, confidentiality, easy accessibility, fairness and sensitivity, to continuously make the necessary improvements and controls to prevent the same dissatisfaction from occurring again, to create a strong, accurate, transparent and sustainable customer relationship after the services provided,

- To increase the rate of compliance with the service level periods specified in the Data Market Service Catalogs; to ensure the continuous development of technical personnel and Service / Dealer / Solution Partner,

- To ensure that the services provided by Data Market are accessible when necessary and to restore the services provided in case of any interruption within the defined periods,,

- To determine environmental dimensions in line with the Environmental Dimension Assessment Procedure, to identify the types of environmental impacts and damages,

- To minimize pollution and waste within the scope of the Waste Management Procedure and to ensure the disposal of our hazardous wastes with minimized environmental impact (proper collection, sorting, storage, and transportation of wastes),

- To ensure the effective, planned, and systematic management and continuous improvement of our resources in all our business processes within the framework of the IMS,

- In accordance with the Law on the Protection of Personal Data, to ensure the storage and sealing of personal data used within the processes within the company and for the institutions with which relations are established,

Has been committed by **integrated management system policy**.

Stakeholder Engagement

One of the key elements for the establishment and effective functioning of a sustainable management system is effective stakeholder management. However, at the heart of sustainability is taking the views of stakeholders and designing strategies and priorities based on these expectations. For these purposes, the study also included stakeholder dialogue and stakeholder prioritization.

Stakeholder prioritization was carried out with a working group including representatives from within the organization in order to prioritize and manage Data Market stakeholder expectations. The standard of the GRI organization was observed in the study. Accordingly, as a result of the study, stakeholders were categorized under three main groups according to the degree to which they are affected by the activities of the organization and affect corporate success. In stakeholder prioritization, the situation of the Institution in 2022, the reporting period, was taken into consideration.

Data Market attaches importance to regular communication with its stakeholders in order to accurately understand stakeholder expectations, to increase the benefits and effectiveness of its products and solutions, and to ensure that business partnerships proceed on an open, transparent and reliable basis. It conducts these communications on an as-needed basis as well as at regular intervals and monitors suggestions, complaints, expectations and feedback.

DATAMARKET

1
- Customers
- Hardware and Software Producers
- Distributors
- Subcontractors
- Employers
- Prescriptive / Regulatory Organization
- Executive Management
- Creditors /Financing Providers (leasing)

2
- Competitors
- Consultans
- Media
- Operational Suppliers
- Society
- Certification Organizations

3
- Universities
- IT Communities
- NGOs

GRI 2-6; GRI 2-16; GRI 2-25; GRI 2-26; GRI 2-29

Data Market's stakeholder groups

Employees are the most valuable stakeholder group for Data Market, which operates in a sector where activities are carried out with a qualified workforce. Transparency-based communication with employees is very important for the company to survive on solid foundations. In this context, a fair, safe, and healthy working environment is created for employees and employees are supported with training and fringe benefits. In addition, one-on-one meetings are held regularly to increase employee satisfaction, and surveys and reports are evaluated.

It is obvious that providing customers with a good solution, product and service can be achieved by ensuring sustainability throughout the entire value chain. In order for the work to be of high quality, complete and timely, it is very important to carry out activities with the supply chain in a good communication and integrated manner. In this direction; it is important to establish correct communication with suppliers in order to prevent interruption of the workflow. In this context, supplier management is carried out through communication channels such as factory visits and supplier performance scores.

We have been continuing our growth for many years with the awareness that a company that does not provide customer satisfaction will not be able to succeed or exist in the business world. However, Data Market owes its year-on-year growth to its positive corporate reputation. Data Market owes its corporate reputation to healthy communication with its customers and the ability to analyze customer feedback well and to ensure customer satisfaction. In this context, customer satisfaction is measured through two different channels in order to track positive and negative feedback from customers and to raise awareness. In addition, a two-question satisfaction assessment is conducted at the end of projects and in support and service requests opened through the MSP Portal.

Data Market frequently works with consultants due to its sector. The satisfaction of the consultants is monitored through one-to-one meetings and meetings in order to ensure that the workflow and the service received are efficient in matters such as system migration and system installation.

Communication with stakeholders is detailed in the table below.

Stakeholder Groups	Communication Channels	Communication Frequency	Communication Purpose	Expectation
Employees	Surveys, One-on-One Interviews, Reports, etc.	Monthly, Weekly / Regular, Periodic	Increasing employee satisfaction, etc.	Increasing employee development and satisfaction, Improving employee performance management
Suppliers	Factory Supplier Visits, Supplier Performance Scores, etc.	-	Identify sustainability engagement, etc.	Emphasizing renewable energy, climate change, circular economy, and waste management
Customers	Call Center, Website, One-on-One Meeting, Meeting, Telephone, etc.	Regular-Periodic	Opportunity creation, opportunity closure, relationship management	Making sales, customer satisfaction
Consultant (Istanbul)	One-on-One Interview, Meeting	Weekly	System migration, new system installation	No data loss and smooth transfer during system migration

Materiality Analysis

Identifying material topics in sustainability management and focusing the organization on these topics is of utmost importance. Therefore, within the framework of Data Market's sustainability strategy development and reporting activities, material topics in the field of sustainability were identified through both internal workshops and consultation with external representatives.

In this process, the standards of the GRI, the most widespread and widely accepted organization in sustainability reporting, were observed. The results of the assessment are presented below in the form of a Materiality Matrix within the scope of the GRI standard. According to this matrix, as we move towards the upper right-hand corner of the matrix, both the priority of the topics for stakeholders and their impact on Data Market's success increase. Therefore, they become more material topics.
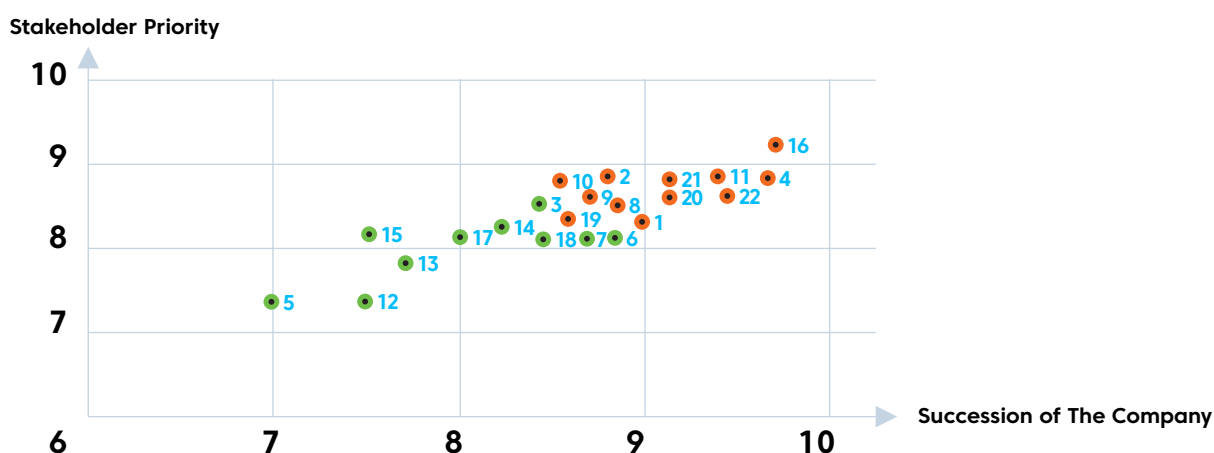
1. Material Topics

1- Corporate Governance
2- Ethical Principles and Ethical Practices
3- Anti-Bribery and Anti- Corruption
4- Information Security Management
8- Employee Training
9- Employee Retention
10- Employee Satisfaction
11- Customer Satisfaction
16- Financial Performance of the Organization
19- R&D / P&D / Inovation
20- Efficiency in Processes
21- Advanced Technology Utilization
22- Digitalization

2. Material Topics

5- Circular Economy
6- Employee Performance Management
7- Employee Career Management
12- In-Country Purchasing
13- Corporate Social Responsibility
14- Equal Opportunity and Diversity, Inclusion
15- Gender Equality
17- Contribution to the Economy
18- Employment Creation

As a result of Data Market's sustainability materiality analysis and assessment, the most material topics of the organization were determined as follows. Following the top priority topics are Circular Economy, Employee Performance Management, Employee Career Management, In-Country Purchasing, Corporate Social Responsibility, Equal Opportunity and Diversity, Inclusion, Gender Equality, Contribution to the Economy and Employment Creation.

Environmental Sustainability Approach

Environmental Management

Today, we are living in a period in which environmental problems and their impacts are increasing. For this reason, the topic of global warming and climate change, especially due to greenhouse gas emissions, has become important for the entire business world and humanity.

For this reason, companies need to effectively carry out environmental management to reduce their environmental impact and use natural resources efficiently.

In line with its vision and sustainability perspective, Data Market acts by addressing sustainability, environment, and climate change management within the scope of its material topics. The Company carries out in-house environmental management activities through its ISO 14001 Environmental Management System and Integrated Management System (IMS) Committee. The Committee includes important roles such as Team Leader, Management Systems Officer, Information Security Officer, and Environmental Management Representative. EYS regularly organizes quarterly meetings to evaluate and improve the Company's environmental performance. The Environmental Management Representative within the EMS Committee ensures the implementation of an effective environmental management system with his/her responsibilities.

Data Market also takes important steps to identify and mitigate environmental impacts. The company identifies environmental aspects within its organization and determines the types and damages of environmental impacts. In this way, it is able to take strategic measures to minimize the negative impacts of its activities on the environment. The Company is also sensitive about waste management. Data Market aims to minimize pollution and waste and ensures the proper disposal of hazardous waste. Environmental impacts are minimized through steps such as sorting, collecting, storing, and transporting waste at source, and attention is paid to the sustainable use of natural resources

The Company's Environmental Management System is supported by regular audits.

Data Market monitors and evaluates its environmental performance by regularly conducting internal and external audits. These audits are conducted by independent audit firms and determine the level of environmental compliance. In addition, office activities and operations are reviewed by conducting an environmental dimension assessment, and the significance levels of risks are calculated by taking environmental impacts into account. This information plays a significant role in determining the company's environmental management strategies and making continuous improvements.

Data Market aims to realize its sustainability goals with the environmental management policies determined within the framework of the Integrated Management System. The company takes various measures to reduce environmental impacts, improve waste management and continuously monitor its environmental performance while ensuring customer satisfaction. In this way, Data Market adopts an environmentally friendly business structure and continues to be one of the leading companies in sustainability in its field.

You can access the Data Market Environmental Dimension Assessment Procedure created in the light of these scopes here..

Responsible Resource Consumption

Data Market ensures the protection of natural resources by acting selflessly in energy management as well as sustainable environmental management. It increases the efficiency of resources through quality studies guided by the Integrated Management System (IMS) team and pursues the sustainable use of energy resources. In addition, it aims to ensure energy efficiency by carrying out its activities in accordance with legal regulations and energy management standards.

Data Market has included energy management policies and procedures in its Integrated Management System. In this way, a systematic approach is adopted to monitor, analyze and reduce energy consumption.

In this context, Data Market takes various steps to increase energy efficiency. One of these is the LED transformation project realized this year. Replacing office lighting with LED lighting saves energy and reduces environmental impact. LED lighting technology is more energy efficient than traditional lighting systems. In this way, Data Market reduces energy consumption and saves money financially. Data Market has set energy performance indicators within the Environmental Management System and energy consumption is regularly monitored. Energy management policies and procedures are periodically reviewed and updated when necessary. Data Market takes care to ensure that all policies and procedures it has determined are adopted by its employees and stakeholders.

Data Market has also set energy management targets for the next 1 and 3 years.

These are:

→ In the first year, optimizing energy consumption for the data center, office buildings and other facilities to increase company energy efficiency,

→ In a 3-year period, transition to renewable energy sources.

Data Market's energy consumption data for 2022 is given in the table below.

Energy Resources Consumption (GJ)	2022	Total
Total Electricity Consumed	528.15	
Natural Gas	409.10	
Diesel (Stationary Combustion)	3.60	3,619.95
Diesel (Moving Combustion)	2,111.10	
Gasoline (Moving Combustion)	568	

GRI 3-3; GRI 302-1; GRI 302-3; GRI 302-4; GRI 303-1; GRI 303-2; GRI 303-3; GRI 303-4; GRI 303-5

According to the calculations made based on the consumption data recorded during the reporting year, Data Market consumed a total of 3,619.95 GJ of energy in 2022. With the projects implemented this year and planned to be implemented in the future, it is aimed to minimize the amount of energy consumption until 2024. Data Market also takes important steps in water management as part of its sustainability efforts. It also aims to promote the sustainable use of water and contribute to the protection of water resources. Accordingly, measures are also taken to save water and encourage the effective use of water.

Data Market takes measures for the efficient use of water in the office and aims to ensure the effective use of water resources within the environmental management system. In addition, situations that may cause wastage of water resources, such as water leaks, are regularly checked and renovations are made if necessary.

Data Market's water withdrawal amount for 2022 is given in the table below.

	2022
Amount of Water Withdrawn (m3)	1,370

As a result of the 2022 Water Footprint monitoring, the total water consumption calculated was determined as 1,370 m3. It is expected that water consumption will become more efficient in the future by increasing conscious consumption.

Waste Management

Waste management is one of the topics that has recently become increasingly important and affects the quality of life of future generations. Increasing population, industrialization and changes in consumption habits threaten our planet where resources are limited. Proper waste management and the adoption of sustainability principles contribute to reducing environmental pollution, protecting natural resources, and ensuring economic development.

Data Market also takes important steps in waste management in line with its sustainability goals. The Company implements waste sorting systems in line with the Zero Waste target. Within the scope of this system, wastes such as paper, plastic and glass are separated and delivered to the municipality, and waste batteries are collected in Waste Battery containers and received by TAP (Taşınabilir Pil Üreticileri ve İthalatçıları Derneği). In this way, waste with recycling potential is reused and recycled.

Data Market has also developed some waste management practices for its employees. In this context, it distributed glass canteens to employees and provided water purification systems in the office to reduce the use of carboys and plastic bottles. Thus, employees and visitors have easy access to clean and potable water, preventing single-use plastic bottles from harming the environment.

Data Market also plays a significant role in the management of electronic waste. Through TÜBİSAD (Türkiye Bilişim Sanayicileri Derneği), the Company donates unused computers and electrical equipment to TEGV (Türkiye Eğitim Gönüllüleri Vakfı) as part of the "Donate Don't Throw Away" project. Through these donations, the impact of electronic waste on the environment is reduced and steps are taken in the light of social responsibility awareness.

You can access the Data Market Waste Management Procedure created in the light of the foregoing here.

Waste Components	Waste Generated (Tons)	Total (Tons)
Paper	1.07	1.61
Plastic	0.54	

In 2022, Data Market generated 1.61 tons of waste, 0.54 tons of plastic and 1.07 tons of paper, as a result of office processes.

GRI 3-3; GRI 306-1; GRI 306-2; GRI 306-3; GRI 306-4; GRI 306-5

Tackling the Climate Crisis

With the industrial revolution, factories became widespread, fossil fuels started to be consumed more and the temperature of the earth started to increase with the emission of greenhouse gases. If no measures are taken against all these topics, the temperature increase is expected to reach dangerous levels. In order to prevent the Climate Crisis, governments, institutions, people and, in short, everyone needs to take various measures. Data Market has taken some measures in this context and fulfilled its responsibility towards the environment by making improvements in its operations.

Emission management minimizes environmental impacts and controls the emission of greenhouse gases to combat the Climate Crisis and for a sustainable future. Data Market attaches great importance to emission management as part of its sustainability efforts. Emission management policies and processes aim to increase the company's energy efficiency, reduce the amount of waste, keep environmentally harmful emissions under control and adopt the principle of sustainability in the supply chain.

Data Market carries out continuous improvement efforts to optimize energy consumption and use energy resources efficiently. In addition, energy-efficient lighting systems and electronic devices are preferred in the office. In this way, emissions from energy use are minimized and environmental impact is reduced. In addition, waste management processes aim to keep emissions under control.

Proper sorting of waste and its inclusion in recycling processes play a significant role in reducing emissions. As a digital solutions provider, Data Market also brings an innovative approach to emission management with digital technologies. By optimizing business processes through the digital platforms offered to its customers, the company aims to increase their greenhouse gas emission performance. In this way, it becomes possible for customers to save money in the use of physical infrastructure and resources and thus reduce their carbon footprint.

GRI 3-3; GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5; GRI 305-7

The greenhouse gas inventory table for 2022 created in this context is given below.

Category Name	Emission Category Breakdown (tCO2e)	Ratio in Total
Category 1: Direct Greenhouse Gas Emissions	231.74	45.76%
Category 2: Indirect Greenhouse Gas Emissions from Imported Energy	64.55	12.75%
Category 3: Indirect Greenhouse Gas Emissions from Transportation	151.60	29.93%
Category 4: Indirect Greenhouse Gas Emissions from Products Used by the Organization	58.55	11.56%
Category 5: Indirect Greenhouse Gas Emissions from the Organization's Products/Services	0	0%
TOTAL	**506.44**	**100.00%**

Data Market has created its greenhouse gas inventory for 2022 with a competent company based on the 2018 version of ISO 14064, the most current version. The greenhouse gas emission resulting from Data Market's business processes between January 1, 2022, and December 31, 2022, was calculated as 506.44 tCO2e.
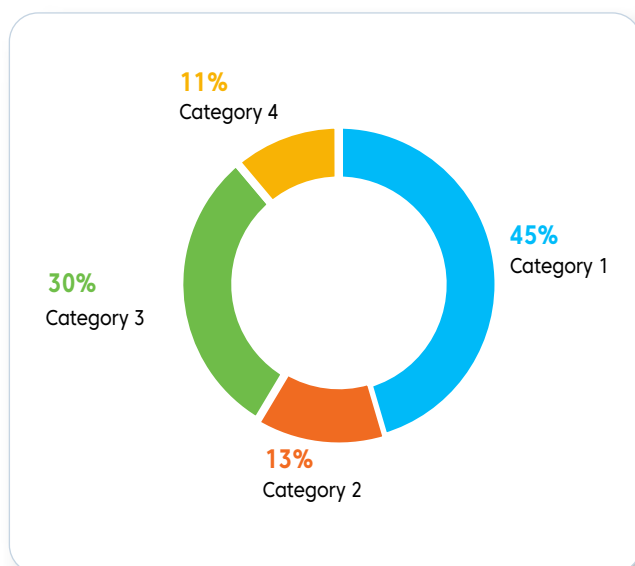
Category 1 (Direct Greenhouse Gas Emissions) and Category 3 (Greenhouse Gas Emissions from Transportation) had the highest percentage distribution with approximately 46% and 30%, respectively. Accordingly, Data Market aims to continuously work to further reduce greenhouse gas emissions and prevent the climate crisis in its future business processes. Category 5 emissions are not included as it cannot be determined whether the services provided by Data Market have lifetime emissions.

GRI 3-3; GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5; GRI 305-7

People-Oriented Approach

Human Resources Approach

Data Market recognizes the importance of building an equal and fair working environment to create a strong structure for social sustainability.

For this reason, it aims to provide its employees with an equal and transparent environment without discrimination based on language, religion, gender, race, or sexual orientation. While Data Market acts with the awareness of the concepts of "Renewal" and "Technological Development" in terms of the sector, it continues to fulfill these responsibilities in social terms.

One of the most important parts of our Human Resources approach is to strengthen the performance of our employees and to ensure that they are productive. Data Market has integrated the concept of 'Equal Opportunity' into its Human Resources principles and ensured that its employees have equal and fair opportunities. Data Market fulfills its responsibilities towards both its employees and its organization by providing various trainings in this context.

The value given to employees Data Market's human resources principles are secured by the following articles.

- Data Market shapes all its activities within the scope of the United Nations Universal Declaration of Human Rights and acts respectfully towards human rights in its relations with its stakeholders. .

- Equal opportunity forms the basis of the human resources approach. In this context, starting from the first interview with employee candidates, throughout the entire process and throughout the working period of employees, there is no discrimination based on belief, sect, language, race, nationality, color, political and philosophical opinion, gender, sexual orientation, ethnic origin, trade union activity, age, disability, pregnancy, military service, social class and marital status, and equal conditions are provided. Data Market's corporate culture is characterized by an inclusive approach to employees.

- Employees' salaries and benefits are determined with a title, competence, experience and performance-oriented approach, and there is no favoritism or discrimination among employees. In addition, merit is also given importance.

- In order to ensure a safe, healthy and peaceful working environment, compliance with all laws, sub-regulations and legislation is ensured.

- It is important that the company culture is built on solid foundations. In this context, Data Market aims to create a company culture of understanding and good relations.

- While creating a working environment, Data Market offers employees an environment where they can perform effectively and efficiently.

- Data Market absolutely does not allow child labor. In this context, necessary information is provided to subcontractor companies not to employ child labor.

- Data Market respects the UN Universal Human Rights. In this context, it does not allow forced labor and modern slavery practices.

- Data Market attaches utmost importance to the work-life balance of its employees and the confidentiality of their private lives..

- Data Market supports the personal development of its employees. In this context, it supports employees to participate in trainings that can contribute to their technical and personal development.

- Data Market respects the legal rights of its employees to form associations and unionize. Efforts are made to prevent employees from being discriminated against in the context of these topics.

- All personal information shared by employees with Data Market is recorded, stored, and destroyed in accordance with the "Law No. 6698 on the Protection of Personal Data".

GRI 2-7; GRI 2-8; GRI 2-30; GRI 3-3; GRI 201-3; GRI 401-1; GRI 401-2; GRI 406-1; GRI 408-1; GRI 409-1

Data Market has 144 employees. Of these, 2 are part-time and 142 are full-time. 94 of Data Market employees are male and 50 are female. In terms of location distribution; 127 employees work in Istanbul, 12 in Bursa and 5 in Ankara. In addition, Data Market has 2 disabled employees. Data Market's employee breakdown is as follows.

White Collar		Blue Collar		Total	
Female	Male	Female	Male	Female	Male
47	89	3	5	50	94

Gender Distribution
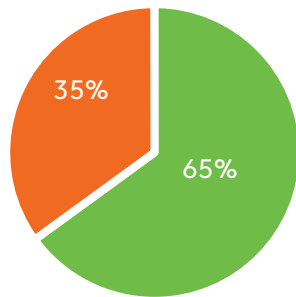
Female Male

Employee Distribution
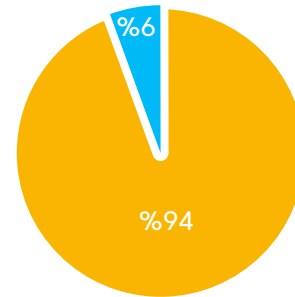
White Collar Blue Collar

Full Time		Part Time		Total	
Female	Male	Female	Male	Female	Male
50	92	0	2	50	94

Number of Employees by Location	Female	Male	Total
İstanbul	44	83	127
Bursa	6	6	12
Ankara	0	5	5

It is also particularly important for new employees to adapt to the corporate culture in order to ensure sustainable growth and employee satisfaction. Continuing its activities with 63 new employees in 2022, Data Market has demonstrated the care it pays to age and gender distribution. The new recruitment and total employee turnover tables for this year are as follows..

New Hires (Age, Gender, and Location Breakdown):

New Hires	Male						Female					
	Under 30 Years		30 - 50 Years		Over 50 Years		Under 30 Years		30 - 50 Years		Over 50 Years	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
63	17	27%	19	30%	1	2%	14	22%	12	19%	0	0%

Total Employee Turnover Rate (Age, Gender and Location Broken Down):

Average Number of Employees	Male						Female					
	Under 30 Years		30 - 50 Years		Over 50 Years		Under 30 Years		30 - 50 Years		Over 50 Years	
	Number of Leavers	Rate (%)	Number of Leavers	Rate (%)	Number of Leavers	Rate (%)	Number of Leavers	Rate (%)	Number of Leavers	Rate (%)	Number of Leavers	Rate (%)
144	8	14%	29	51%	0	0%	8	14%	12	21%	0	0%

GRI 2-7; GRI 2-8; GRI 2-30; GRI 3-3; GRI 201-3; GRI 401-1; GRI 401-2; GRI 406-1; GRI 408-1; GRI 409-1

Gender Equality
Equal Opportunity and Diversity

Data Market fully complies with the articles in the United Nations Universal Declaration of Human Rights against discrimination. In this context, acting with the principle of 'Zero Tolerance', it ensures that all employees come together under equal conditions and equal opportunities are created. Data Market is aware that Gender Equality is integral to human rights and fulfills its duties and responsibilities in this context. Therefore, it does not allow any discrimination between male and female employees.

This attitude that Data Market exhibits within the scope of 'Equal Opportunity' also applies to the recruitment stages. During the recruitment process, no discrimination is made between any candidate based on religion, language, race, philosophical view, nationality, color, gender, age, disability, pregnancy, or sexual orientation. Data Market offers equal opportunities to its employees as well as to candidates applying to the organization. Data Market undertakes that it will prioritize only the merits of the candidates during the recruitment stages and will never allow discrimination such as nepotism.

The system that Data Market uses to create its remuneration methods is the "Hay Grade" system. This system is used to evaluate administrative, managerial, and professional jobs. It is also a system that evaluates factors such as responsibility, skill, effort, and job subjects according to positions and the information contained in position descriptions. Remuneration is based on factors such as title, competence, education, experience, etc. and does not include any discrimination.

The statistics of the employees operating within Data Market are as indicated in the table below;

Number of Employees by Working Hours	Female	Male	Total
0-5 Years	36	67	103
5 - 10 Years	7	11	18
10 Years and Over	7	16	23
Total	50	94	144

Number of Employees by Working Hours

10 Years and Over: **12.5 %**

5 - 10 Years: **16.0 %**

0 - 5 years: **71.5 %**
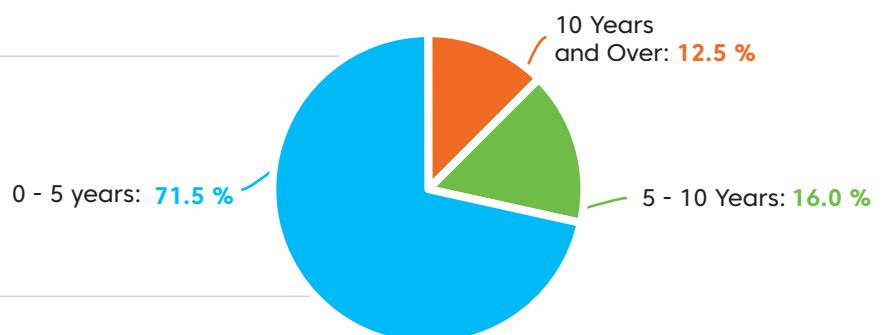
Data Market does not allow any discrimination within the organization and strives to provide equal opportunities in terms of gender and average age. Statistics on this subject are given in the table below.

Number of Employees by Gender and Age	Female	Male	Total
Over 50 Years	4	8	12
Between 30-50 Years	29	54	83
Under 30 Years	17	32	49
Total (Gender Based)	50	94	144

Over 50 Years **8.3 %**

Between 30-50 Years **57.6 %**
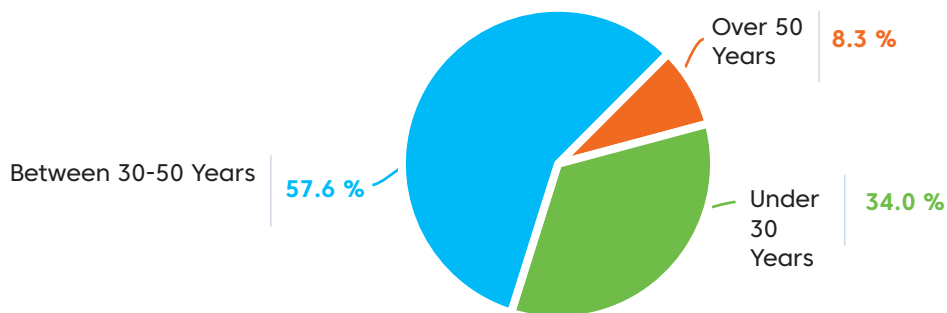
Under 30 Years **34.0 %**

Managers	Female	Male	Total
Over 50 Years	4	3	7
Between 30-50 Years	9	23	32
Under 30 Years	0	2	2
Total (Gender Based)	13	28	41

Over 50 Years **4.9 %**

Between 30-50 Years **78.0 %**

Under 30 Years **17.1 %**

GRI 2-7; GRI 2-8; GRI 2-10; GRI 2-19; GRI 2-20; GRI 3-3; GRI 405-1; GRI 405-2; GRI 406-1
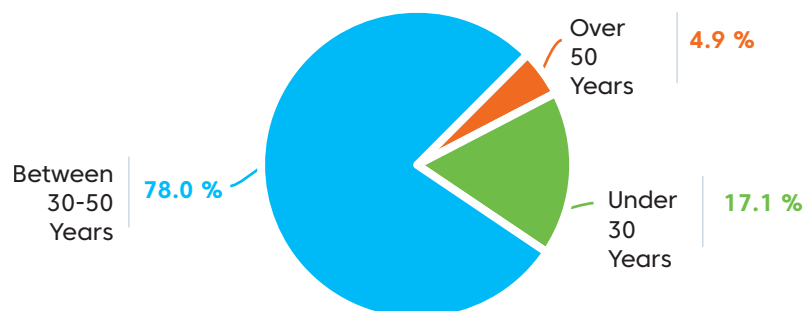
Managers (Location Breakdown)	Female	Male	Total
İstanbul	11	26	37
Bursa	2	1	3
Ankara	0	1	1
Toplam	13	28	41
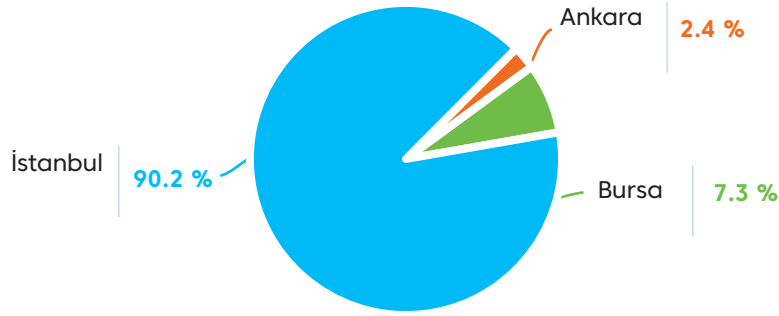
As of 2022, 29 positions were created within Data Market and 3 of these positions were filled through internal promotions as most of these positions were for new areas. The number of newly opened positions and the number of filled positions, as well as the employees who were promoted with gender breakdown are given in the table below.

Number of Positions Opened and Internally Filled:

Number of Positions Opened	Number of Internally Filled Positions	Internal Filling Rate
29	3	10%

Number of Employees Promoted by Gender:

Female	Male	Total
2	4	6

GRI 2-7; GRI 2-8; GRI 2-10; GRI 2-19; GRI 2-20; GRI 3-3; GRI 405-1; GRI 405-2; GRI 406-1

Employee Satisfaction

Data Market is an organization that operates with the awareness of the importance of its employees, who are among the stakeholders that advance it towards becoming a global brand.

In this context, it is an organization that strives to improve the talents and skills of its employees. Data Market also carefully analyzes the feedback from its employees in order to more clearly understand their desires and demands.

Data Market monitors all feedback received at calisandeneyimi@datamarket.com.tr in order to learn the opinions and comments of its employees and take necessary actions. Emails received from employees are reviewed and evaluated by the human resources manager and employee supervision specialist. Feedback from employees is evaluated in strict confidentiality to ensure that no one is left under suspicion. In 2023, a survey on employee loyalty and satisfaction is planned to be conducted.

With the awareness of creating a productive work environment, Data Market acts with the realization that providing employees with fringe benefits is also very effective in increasing motivation. In this context, the Company offers remedial practices such as breastfeeding leave, service support, personal accident insurance, and complementary health insurance.

Professional, technical, and personal development activities are a crucial element that ensures the development, peace and satisfaction of the person both as an individual and as an employee, and this topic is discussed under the following heading in the report.

GRI 2-10; GRI 2-16; GRI 2-17; GRI 2-18; GRI 2-25; GRI 2-26; GRI 201-3; GRI 404-3;

Training and Development

Data Market supports the training and development activities of its employees in order to make its internal development sustainable. In this context, the company organizes various trainings and invests capital. With these efforts, Data Market aims to grow in the international market.

Data Market enables employees to improve themselves with the training options it provides within the organization. In this context, not only the development and strengthening of talents, but also the formation of talent management in a way that will benefit the organization. Before realizing training plans, Data Market tries to create a strong strategy by making talent-based measurements for its employees. In this way, training plans are created, and performance measurements are made with KPs based on the targets set. As a result, career goals are determined. The trainings provided within Data Market are offered in line with career goals..

The Data Market Talent Management approach consists of three basic stages. These stages are **"Touch Talent"**, **"Select Talent"** and **"Develop Talent"**.

Touch Talent:

First, it is important that young talents take their first career steps at Data Market in order to make Data Market's growth sustainable. In this context, efforts are made to discover young and successful students and include them in internship and new graduate programs by cooperating with universities.

Internship programs enable interns to experience professional business life and increase their awareness by providing them with a distinct perspective on business areas and positions.

Voluntary work programs open the doors of professional business life to ambitious, exciting, and dynamic young talents who have a clear vision and believe that they will make a difference.

Select Talent:

After the young talents take the first steps, they are incorporated into the company and within the scope of talent selection, candidates' resumes are examined, various competency-based interviews are conducted, candidates' foreign language and technical competencies are evaluated, projects, inventories and tests are carried out, and candidates who are in line with Data Market's strategic goals, who share the same values with Data Market and who will contribute to its vision are selected.

Develop Talent:

After the talents are selected and hired, training, development and training programs are implemented through the "Data Market Academy" in order to ensure the continuity of their personal development. These programs are described below.

With the My First Day at Work program, new recruits are prepared for the working environment, company introduction and orientation trainings are provided, a welcome package is presented, and My Guide is implemented.

E-Learning programs provide online orientation training for new recruits.

With the competency development program, employees are surveyed, development action plans are drawn up, project work is carried out, and monitoring and feedback evaluations are conducted.

Leadership and coaching trainings are organized through the executive training program, mentoring programs and monitoring/feedback evaluations are conducted..

New graduate programs provide on-the-job practical and technical training, in-house development projects and talent development programs

With the Certificate Programs, Data Market employees are provided with various trainings from trainers and expert consultants and are provided with certificates according to their success status at the end of some trainings.

In 2022, 144 employees working at Data Market received 24 hours of training. The total of the trainings provided was determined as 3,456 hours. With an annual training budget of TL 1,260,000, the budget per employee is calculated as TL 8,750. As of 2022, gender breakdown of the trainings provided by Data Market, training budget and subject-based training information are given in the table below.

Gender	Number of Employees Attending Trainings	Total Training Hours (Employee*Hours)	Average Training Hours per Employee (Hours)	Total Number of Employees
Female	50	1,200	24	50
Male	94	2,256	24	94
Total	144	3,456	24	144

Training Budget (TL)	2022
Total training budget	1,260,000
Average training budget per employee	1,200

Sustainability Training	2022
Number of Employees Attending Sustainability Trainings	100
Total Sustainability Training Hours Delivered	150

OHS Training	2022
Number of Employees Attending OHS Trainings	59
Total OHS Training Hours Provided	472

Environmental Education	2022
Number of Employees Participating in Environmental Trainingsı	10
Total Environmental Training Hours Provided	20

Occupational Health and Safety

Data Market is an organization that prioritizes its employees under all circumstances. For this reason, it also aims to prevent its employees from encountering any negative situation during the working process. In this context, it has also established its own Occupational Health and Safety policy with the awareness of creating and disseminating an Occupational Health and Safety culture. In addition, it fulfills all legal obligations by taking all necessary measures within the scope of OHS principles. In this context, all activities are carried out in accordance with the Occupational Health and Safety legislation numbered 6331.

Data Market considers the principles of "Zero Work Accident" and "Zero Occupational Disease" as one of its main priorities when determining the measures taken within the scope of Occupational Health and Safety. For this reason, it takes the necessary precautions against occupational accidents and diseases that may occur with long-term work. Endeavoring to take precautions against these risks, Data Market continues to provide OHS trainings that raise the awareness of its employees on Occupational Health and Safety. Data Market takes care to ensure the safety of not only its employees but also its suppliers and all other stakeholders..

Within this scope, Data Market provided 472 hours of Occupational Health and Safety training to 59 employees in total, ensuring that each employee received an average of 8 hours of training. The gender breakdown of the trainings provided is presented at the end of this section.

Data Market also conducts risk analysis studies in terms of OHS. In this way, dangerous situations in the building and work area are identified and necessary measures are taken. In the event of a work accident, the necessary files are kept in safe environments by acting in accordance with legal regulations. In addition, each person working within Data Market is included in the OHS audits conducted outside the organization and institution.

The "Occupational Health and Safety Board", composed of employees from different units and levels, represents Data Market employees and plays an active role in the management of OHS activities. In this context, it ensures that the needs, expectations, and suggestions of the employees are taken into consideration by stating them at the meetings. In addition to all these, emergency planning and all necessary measures for Occupational Health and Safety are taken and information is provided. This information is not only limited to the behaviors required by emergency teams, but also covers changes in legal regulations.

Occupational Health and Safety Training (2022)	Female	Male	Total
Number of Employees Attending OHS Trainings	23	36	59
Total OHS Training Hours Provided	184	288	472
Average Training Hours per Employee	8	8	8

GRI 3-3; GRI 403-1; GRI 403-3; GRI 403-4; GRI 403-5; GRI 403-6; GRI 403-7; GRI 403-9; GRI 403-10

Occupational Health and Safety Principles and Commitments

- All legal obligations related to Occupational Health and Safety are fulfilled..

- All necessary measures are taken to prevent occupational health problems that may arise as a result of occupational accidents and long-term work.

- The principle of zero occupational accidents and zero occupational diseases is adopted to prevent occupational accidents.

- By conducting risk analysis studies, measures are taken to identify and eliminate dangerous risks and near misses in buildings and work areas.

- We take measures to ensure the health and safety of our suppliers and visitors and inform them accordingly.

- Our Occupational Health and Safety Board members consist of employees from different units and levels to ensure that our employees are represented at every point. The needs, expectations and suggestions of our employees and related parties on Occupational Health and Safety are evaluated at regular meetings.

- We take proactive measures for occupational health and safety by making emergency plans. In this context, we provide our employees with the necessary trainings and information in terms of Occupational Health and Safety and ensure that they are prepared for emergencies that may arise.

- It is ensured that our emergency teams receive training to ensure that they are equipped with up-to-date information in accordance with applicable legislation and are prepared for emergencies.

- While our Board of Directors is responsible for the execution of this policy at the highest level, all employees have a duty.

GRI 3-3; GRI 403-1; GRI 403-3; GRI 403-4; GRI 403-5; GRI 403-6; GRI 403-7; GRI 403-9; GRI 403-10

Relations with Customers

Data Market has turned its stages in the digital transformation process into an opportunity. It has succeeded in implementing many innovative applications to make life easier for its customers and to improve the quality of service it offers them.

In this context, the digital transformation efforts that distinguish Data Market have been one of the main strategies for the Company's strong growth.

Data Market measures satisfaction with projects and services through 2 channels. In the closing form sent at the end of the realized projects, Data Market customers are provided with a 2-question service satisfaction evaluation. i-s.tech is the Corporate Support and Consultancy services offered by Data Market to its customers with its 30 years of knowledge and experience, and a 2-question survey is sent to customers at the closing of support and service requests opened through the i-s.tech MSP Portal. The evaluation results of the questionnaire are sent to the Project and Service Management team. The survey responses received in the project closing form are sent to Project and Service Management, the relevant sales team, and the relevant solution team via e-mail. The digital copy of the document is archived in the project folders. In case of negative feedback, the relevant customer is called by the Project and Service Management team. If the topic cannot be resolved, it is handled at the GMM level and included in the action plan.

Data Market provides services to corporate customers in all sectors, especially finance, telecommunications, retail and automotive. Data Market, which ends every job with satisfaction, works with its customers on a long-term, contractual, and project-based basis. Data Market has an average of 1,200 active customers all over Turkey.

Data Market attaches importance to interactive communication with its customers and uses social media channels effectively and actively. In this way, communication is realized in a two-way, fast, and effective manner. The Company has a total of 15,470 active followers on social media (LinkedIn 7,885, Instagram 652, Youtube 396, Facebook 6,400, Twitter 382).

The company website features a Digital Dictionary for those who want to improve themselves in technological terms. The dictionary, which includes terms and definitions found in the world of technology and business, provides information about technological tools, methods and business processes used in businesses. It also includes technology terms and definitions related to business management, marketing, finance, accounting, human resources, and other business disciplines.

in	7,885		⊙	652
▶	369		X	382
f	6,400			
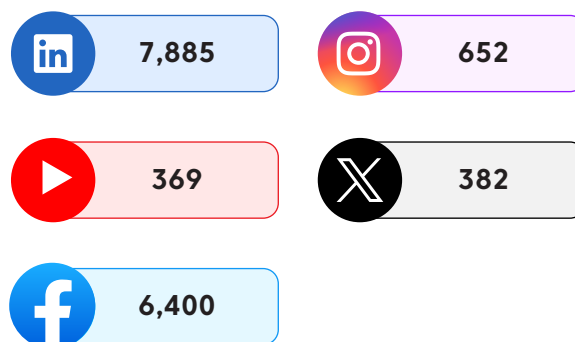
Social Responsibility Policy

Through its vision of adding value to society and carrying its stakeholders into the future, Data Market has also adopted the mission of acting with a sense of social responsibility. It also emphasizes at every opportunity that its stakeholders are an integral part of its management system.

Data Market pursues environmentally friendly policies to ensure the protection of natural resources and economic development. In this direction, it produces various projects targeting social and cultural objectives. Data Market continues its efforts to support social development and to increase social awareness with its employees..

Data Market acts on social responsibility and marketing activities by adopting the vision of "A technology that carries its stakeholders to the future with sustainable technologies". In this context, it strives to realize social responsibility projects in order to provide some benefit to children, the future of the entire world, the environment and nature.

In 2021 and 2022, Data Market collaborated with WWF and TEV as part of its Social Responsibility Projects. In order to raise awareness and contribute to the protection of biodiversity, WWF (World Wide Fund for Nature) adoption certificates were obtained for employees and customers, supporting the protection of endangered species.

Data Market is confident that employees will voluntarily and individually adopt sustainability awareness through various social responsibility projects that will set an example both locally and globally.

Information on social responsibility projects realized in the last 3 years is given in the table below..

Project Partner	Date	Project Objective	Number Of Project Target People
WWF World Wide Fund for Nature)	2022	Raising awareness for endangered animals and their habitats in Turkey	2,000 people
TEV Türk Eğitim Vakfı	2021	Education scholarship	1,800 people
TEGV (Türk Eğitim Gönüllüleri Foundation)	2020	Lifetime education scholarship fund for the children of health workers who died after corona	1,200 people
KAÇUV (Kanserli Çocuklara Umut Foundation)	2020	Raising awareness to support the treatment process of children with cancer	1,000 people

GRI CONTENT INDEX

GRI CONTENT INDEX ESSENTIALS SERVICE — 2023

Declaration of Use	The Content Index Service-Essentials demonstrates that the GRI content index is presented in a clear and consistent manner with the standards and that references to disclosures 2-1 to 2-30, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. Data Market has developed its sustainability reporting in accordance with GRI Standards for the period January 1, 2022 - December 31, 2022. The service is provided through the Turkish version of the report.
Used GRI 1	GRI1: BASIC PRINCIPLES 2021

GRI Standards	Notification	Page numbers, descriptions and / or URL	Exclusions
General Notifications			
Corporate Profile			
GRI 2: General Notifications 20211	2-1 Institution Profile	About Us, p. 8 Contact, p. 65	
	2-2 Organizations included in sustainability reporting	About the Report, p. 6 About Us, p. 8	
	2-3 Reporting period, frequency and contact information	About the Report, p. 6	
	2-4 Information revised according to previous reports	About the Report, p. 6	
	2-5 External Audit	No external audit was received within the scope of the report. p.58	
	2-6 Operations, value chain and other business relationships	About Us, p. 8 Brands and Services, pp. 9-14 Stakeholder Engagement, pp. 34-35 Our Relations with Customers, p. 56	
	2-7 Employees	Human Resources Approach, pp. 45-47 Gender Equality/ Equal Opportunity and Diversity, pp. 48-50	
	2-8 Employees of subcontractors	Human Resources Approach, pp. 45-47 Gender Equality/ Equal Opportunity and Diversity, pp. 48-50	
	2-9 Governance structure	Committees, pp. 19-20 Board Structure, p. 21-22 Sustainability Management, pp. 28-30	
	2-10 Process for determining the competencies and qualifications of the members of the highest governance body	Gender Equality/ Equal Opportunity and Diversity, pp. 48-50 Employee Satisfaction, p. 51	
	2-11 Chair of the highest governance body	CEO Message, pp. 3-4 Board of Directors and Structure, p. 21-22	
	2-12 The role of the highest governance body in managing the impacts of the organization's operations	CEO Message, pp. 3-4 Board of Directors and Structure, p. 21-22 Sustainability Management, pp. 28-30	

GRI Standards	Notification	Page numbers, descriptions and / or URL	Exclusions
	Corporate Profile		
GRI 2: General Notifications 2021	2-13 Will to take responsibility for managing the impacts of operations	CEO Message, pp. 3-4 Sustainability Management, pp. 28-30	
	2-14 Role of the highest governance body in sustainability reporting	Committees, pp. 19-20 Sustainability Management, pp. 28-30 Materiality Analysis, p. 36	
	2-15 Processes to prevent conflicts of interest	Ethics Management, pp. 24-25	
	2-16 Process for escalating critical concerns to the highest governance body	Ethics Management, pp. 24-25 Stakeholder Engagement, pp. 34-35 Employee Satisfaction, p. 51	
	2-17 Competencies of the highest governance body	Board of Directors and Structure, p. 21-22 Employee Satisfaction, p. 51	
	2-18 Assessing the performance of the highest governance body	Employee Satisfaction, p. 51	
	2-19 Wage policies	Gender Equality/ Equal Opportunity and Diversity, pp. 48-50	
	2-20 Process for determining wages	Gender Equality/ Equal Opportunity and Diversity, pp. 48-50	
	2-21 Annual total remuneration rate	Data Market does not share this information publicly in accordance with the organization's privacy policies. p. 59	
	2-22 Statement on sustainable development strategy	CEO Message, pp. 3-4 Sustainability Management, pp. 28-30	
	2-23 Policy commitments	Sustainability Policy, p. 31 Integrated Management System Policy, p. 32-33 Social Responsibility Policy, p. 57	
	2-24 Implementation of policy commitments	Sustainability Policy, p. 31, Integrated Management System Policy, p. 32-33 Social Responsibility Policy, p. 57	
	2-25 Processes to ameliorate negative impacts	Risk Management, p. 23 Ethics Management, pp. 24-25 Stakeholder Engagement, pp. 34-35 Employee Satisfaction, p.51 Our Relations with Customers, p. 56	
	2-26 Mechanisms for receiving suggestions and raising concerns about ethical and legal behavior	Ethics Management, pp. 24-25 Stakeholder Engagement, pp. 34-35 Employee Satisfaction, p. 51	
	2-27 Compliance with legal regulations	Committees, pp. 19-20 Integrated Management System Policy, p. 32-33	
	2-28 Corporate memberships	Sustainability Management, pp. 28-30	
	2-29 Stakeholder engagement	Stakeholder Engagement, pp. 34-35	
	2-30 Proportion of employees subject to collective labor agreements	Human Resources Approach, pp. 45-47	
GRI 3: Material Topics 2021	3-1 Process for identifying Material topics	Materiality Analysis, p. 36	
	3-2 List of Material topics	Materiality Analysis, p. 36	

GRI Standards	Notification	Page numbers, descriptions and / or URL	Exclusions
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of the material topics	Economic Value Created, p. 17 Materiality Analysis, p. 36	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Value Created, p. 17	
	201-2 Financial consequences and other risks and opportunities arising from climate change	Economic Value Created, p. 17 Risk Management, p. 23	
	201-3 Defined benefit plan liabilities and other pension plans	Human Resources Approach, pp. 45-47 Employee Satisfaction, p. 51	
Anti-Bribery and Anti-Corruption			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Materiality Analysis, p. 36	
GRI 205: Corruption Struggle 2016	205-1 Activities Assessed for Risks Related to Corruption	Ethics Management, pp. 24-25	
	205-2 Communication and Training on Anti-Corruption Policies and Procedures	Ethics Management, pp. 24-25	
Anti-Competitive Behavior			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Materiality Analysis, p. 36	
GRI 206: Non-Competitive Behavior 2016	206-1 Total Number and Results of Lawsuits Regarding Anti-Competitive Behavior and Activities	Ethics Management, pp. 24-25	
Energy			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Responsible Resource Consumption, pp. 39-40	
GRI 302: Energy 2016	302-1 Energy Consumption of the Organization	Responsible Resource Consumption, pp. 39-40	
	302-3 Energy Intensity	Responsible Resource Consumption, pp. 39-40	
	302-4 Reduction of Energy Consumption	Responsible Resource Consumption, pp. 39-40	
Water and Waste Water			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Responsible Resource Consumption, pp. 39-40	
GRI 303: Water and Waste Water 2018	303-1 Interaction with water resources as a shared resource	Responsible Resource Consumption, pp. 39-40	
	303-3 Water Withdrawal	Responsible Resource Consumption, pp. 39-40	
	303-4 Water Discharge	Responsible Resource Consumption, pp. 39-40	
	303-5 Water consumption	Responsible Resource Consumption, pp. 39-40	

GRI Standards	Notification	Page numbers, descriptions and / or URL	Exclusions
Emissions			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Tackling the Climate Crisis, pp. 42-43	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Tackling the Climate Crisis, pp. 42-43	
	305-2 Indirect energy (Scope 2) greenhouse gas emissions	Tackling the Climate Crisis, pp. 42-43	
	305-3 Other indirect (Scope 3) greenhouse gas emissions	Tackling the Climate Crisis, pp. 42-43	
	305-4 Greenhouse gas intensity	Tackling the Climate Crisis, pp. 42-43	
	305-5 Reducing greenhouse gas emissions	Tackling the Climate Crisis, pp. 42-43	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gas emissions	Tackling the Climate Crisis, pp. 42-43	
Waste			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Waste Management, p. 41	
GRI 306: Waste 2020	306-1 Waste Generation and significant waste-related impacts	Waste Management, p. 41	
	306-2 Management of waste-related impacts	Waste Management, p. 41	
	306-3 Waste generated	Waste Management, p. 41	
	306-4 Waste diverted from disposal	Waste Management, p. 41	
	306-5 Disposed waste	Waste Management, p. 41	
Employee Orientation			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Human Resources Approach, pp. 45-47	
GRI 401: Employment 2016	401-1 New hires and employee turnover	Human Resources Approach, pp. 45-47	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Resources Approach, pp. 45-47	

GRI Standartları	Notification	Page numbers, descriptions and / or URL	Exclusions
	Occupational Health and Safety Practices		
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Occupational Health and Safety, pp. 54-55	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pp. 54-55	
	403-3 Occupational health services	Occupational Health and Safety, pp. 54-55	
	403-4 Employee involvement in occupational health and safety, consultation and communication	Occupational Health and Safety, pp. 54-55	
	403-5 Employee training on occupational health and safety	Occupational Health and Safety, pp. 54-55	
	403-6 Promotion of employee health	Occupational Health and Safety, pp. 54-55	
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to labor relations	Occupational Health and Safety, pp. 54-55	
	403-9 Work-related injuries	Occupational Health and Safety, pp. 54-55	
	403-10 Work-related patient cases	Occupational Health and Safety, pp. 54-55	
	Training		
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Training and Development, pp. 52-53	
GRI 404: Training and Education 2016	404-1 Average hours of training per employee per year	Training and Development, pp. 52-53	
	404-2 Talent management and lifelong learning programs that support employee development	Training and Development, pp. 52-53	
	404-3 Percentage of employees who undergo regular performance development reviews	Employee Satisfaction, p. 51 Training and Development, pp. 52-53	
	Adoption of the Principle of Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Gender Equality/ Equal Opportunity and Diversity, pp. 48-50	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and staff	Gender Equality/ Equal Opportunity and Diversity, pp. 48-50	
	405-2 Base salary and ratio of women's wages to men's wages	Gender Equality/ Equal Opportunity and Diversity, pp. 48-50	

GRI Standards	Notification	Page numbers, descriptions and / or URL	Exclusions
Prevention of Discrimination			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Human Resources Approach, p. 45-47 Gender Equality/ Equal Opportunity and Diversity, p. 48-50	
GRI 406: Prevention of Discrimination 2016	406-1 Incidents of discrimination and regulatory measures taken	Human Resources Approach, p. 45-47 Gender Equality/ Equal Opportunity and Diversity, p. 48-50	
Child Labor			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Board of Directors and Structure, p. 21-22 Human Resources Approach, p. 45-47	
GRI 408: Child Labor 2016	408-1 Activities and suppliers identified as having a significant risk of child labor and measures taken	Board of Directors and Structure, p. 21-22 Human Resources Approach, p. 45-47	
Forced or Compulsory Labor			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Board of Directors and Structure, p. 21-22 Human Resources Approach, p. 45-47	
GRI 409: Forced or Compulsory Labor 2016	409-1 Activities and suppliers identified as having a significant risk of incidents of forced or compulsory labor and actions taken	Board of Directors and Structure, p. 21-22 Human Resources Approach, p. 45-47	
Information Security Management			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Materiality Analysis, p. 36	
Information Security Management	Data Market attaches importance to Information Security Management and secures all data of employees, customers and third parties within the company so that the work flow can continue uninterruptedly.	Information Security Management, p.26 Materiality Analysis, p. 36	
Customer Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Materiality Analysis, p. 36	
Customer Satisfaction	Data Market attaches importance to customer satisfaction by making customers' lives easier and improving the quality of the services offered, and creates its business processes to increase customer satisfaction for sustainable growth.	Materiality Analysis, p. 36 Our Customer Relations, p. 56	
R&D / P&D / Innovation			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Materiality Analysis, p. 36	
R&D / P&D / Innovation	Data Market is aware of the importance of leading technology and innovations in this context for sustainable growth in the IT sector. In this context, it attaches importance to R&D and innovation.	R&D and Innovation, p.16 Materiality Analysis, p. 36	

GRI Standards	Explanation	Page numbers, descriptions and / or URL	Exclusions
Efficiency in Processes			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Materiality Analysis, p. 36	
Efficiency in Processes	While addressing the issue of sustainability, Data Market increases the efficiency in its processes with a visionary, strategic and competent approach. In this context, it attaches importance to efficiency in its processes.	Sustainability Management, p.28-30 Integrated Management System Policy, p.32-33 Materiality Analysis, p. 36	
Advanced Technology Utilization			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Materiality Analysis, p. 36	
Advanced Technology Utilization	Data Market is aware of the importance of the use of advanced technology for sustainability. In this context, it emphasizes the importance of advanced technology with its products and services, invests in R&D and innovation and uses advanced technology in its customers and its own processes.	Brands and Services, pp. 9-14 R&D and Innovation, p.16 Materiality Analysis, p. 36	
Digitalization			
GRI 3: Material Topics 2021	3-3 Management of the material topics.	Materiality Analysis, p. 36	
Digitalization	Since the day it was founded, Data Market has understood the importance of digitalization and has supported the digitalization of its customers' business processes, especially its own business processes, with its products.	Brands and Services, pp. 9-14 R&D and Innovation, p.16 Integrated Management System Policy, p.32-33 Materiality Analysis, p. 36	

Disclaimer Of Liability

Legal Notice: The Sustainability Report (Report) has been prepared in accordance with GRI Standards. All of the data and information contained in this Report have not been independently verified and have been prepared for informational purposes only and are not intended to form the basis for any investment decision. The information contained in this Report does not constitute an invitation to purchase/sell shares of Medcem companies, subsidiaries and affiliates, and the publication of this Report doesnot constitute the establishment of such a legal relationship.

All informationand documents provided in this Report are believed to be accurate as of the date of this Report and the information is disclosed in good faith and is based on reliable sources. Medcem and ESG Turkey® Consulting make no representation or warranty as to the accuracy or completeness of the information contained in this Report. Medcem and ESG Turkey® Consulting accept no responsibility or liability for any statements or representations, express or implied, including forward-looking statements, contained in this Report or for any incomplete information or any other written or oral communications shared or made available. In no event shall Medcem and ESG Turkey® Consulting or its directors, managers, employees or third parties be held liable for any damages that may arise from the use of this Report.

DATAMARKET

www.datamarket.com.tr

Maslak Mahallesi Büyükdere Cad. Maslak İş Hanı No: 239 / 3
Sarıyer / İstanbul

Telephone: +90 212 337 07 07
Fax: +90 212 337 07 08

datamarket1992   datamarket1992   datamarket1992

datamarket1992   datamarket1992

Reporting Consultancy

ESG TURKEY DANIŞMANLIK®

www.esgturkey.com

Headquarters: Büyükdere Caddesi Çayırçimen Sokak No: 3/33 Levent Mh.
Beşiktaş – İstanbul

Training Center: Büyükdere Caddesi Selvili Sokak No: 10/5, 4. Levent Mh.
Beşiktaş – İstanbul

esg-turkey-danışmanlık   esgturkey   ESGTurkeyDanısmanlık