

Integrated Annual Report 2025

LOGO



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About the report

Logo Yazılım presents the outputs of its operations in Türkiye and abroad, its business strategy, the value created for stakeholders and the ecosystem, and the company’s environmental, social and governance performance to all stakeholders through “Logo Yazılım 2025 Integrated Annual Report”.

Scope

The terms “Company” and “Our Company” refer to Logo Yazılım San. ve Tic. A.Ş. and, unless otherwise stated, encompass the operations of Logo Yazılım San. ve Tic. A.Ş. in 4 different countries and 13 different locations as detailed in the report. The report covers the period between January 1 - December 31, 2025.

Content

Logo Yazılım 2025 Integrated Annual Report covers the Company’s operations during the reporting period from an integrated perspective within the scope of focus areas and 6 capital elements, and presents the value created by the Company for its stakeholders as well as its financial and operational performance in a clear and transparent manner that is comparable to previous reporting periods. The report conveys the Company’s corporate governance approach and risk management capabilities, along with its outlook for the future, strategic direction and positioning in line with sectoral developments, within the environment where the Company operates. At the same time, it presents the Company’s material issues and the resources utilized to manage these issues within the scope of its business model and value creation. As Türkiye’s largest independent software company, the Company stands proudly among the leading companies of Türkiye in its sector with this reporting approach.

Standards and frameworks

Founded on the basis of Logo Yazılım’s sustainability reports that have been published regularly since 2017, this report serves as the Company’s fourth integrated annual report. The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the International Integrated Reporting Framework published by the International Integrated Reporting Council (IIRC). The information shared in the relevant sections of the report has been prepared in accordance with the GRI Standards Core option and meets the requirements of the signatory status of Logo Yazılım, which has been a signatory of UNGC (United Nations Global Compact) and UN WEPs (Women Empowerment Principles) since 2020. The GRI Content Index can be found in the “Appendices” section of the report. The performance indicators included in the report are primarily presented within the scope of the “GRI Standards”.

Audit

The auditor’s report regarding Logo Yazılım 2025 Integrated Annual Report examines whether the financial information and the state of the business presented in the annual report are consistent with the audited full set of consolidated financial statements and the information obtained during the independent audit, and whether they reflect the truth. The financial information in the annual report has been audited by DRT Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. (Member of Deloitte Touche Tohmatsu Limited). The nonfinancial information in the annual report has not been audited by DRT Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. (Member of Deloitte Touche Tohmatsu Limited).

Navigation panel



Financial capital

Corporate governance and financial performance focused approach



Intellectual capital

Innovation focused approach



Manufactured capital

Customer experience and ecosystem focused approach



Human capital

Employee experience focused approach



Social relations capital

Social impact focused approach



Natural capital

Environmental impact focused approach



Chairman's message



M. Tuğrul Tekbulut
Chairman

Dear Stakeholders,

The year 2025 was marked by an environment of uncertainty driven by trade restrictions and increases in tariffs. While rising uncertainty was expected to slow the global economy, the expansion of bilateral and regional trade agreements during the same period helped mitigate concerns over a global slowdown, and the overall growth trend remained positive.

Over the past year, we have clearly observed that the fundamental drivers shaping and advancing global and local economies continue to evolve rapidly. Technological advancement remains at the core of this transformation. Organizations and countries that invest in digital technologies and accelerate their transformation efforts are achieving greater efficiency and strengthening their competitive advantage. Supported by this multiplier effect, the global information technology market continues its strong growth trajectory. According to Gartner estimates, the global information technology market reached USD 5.54 trillion in 2025, reflecting annual growth of 10%.

Investments in artificial intelligence continue to serve as a key driver accelerating companies' technology investments, as organizations seek to enhance revenue growth. In pursuit of major strategic initiatives such as entering new markets and developing innovative products, organizations are positioning artificial intelligence as a central focus of their business strategies. However, the broader adoption of artificial intelligence is also contributing to heightened cybersecurity risks, underscoring the growing importance of cybersecurity resilience. According to the World Economic Forum, 87% of surveyed organizations reported an increase in cyber risks linked to artificial intelligence tools in 2025. This evolving risk landscape, and the need for organizations to balance innovation with security, is driving further investment in cybersecurity technologies and supporting continued growth in the cybersecurity market.

The information and communication technologies market in our country continues to grow rapidly. According to TÜBİSAD, the market expanded by 11% in 2024, reaching USD 36.7 billion, while the software segment grew by 18.4%, reaching USD 10.3 billion.

In this context, Logo Yazılım also delivered strong financial performance in the past year, increasing its sales to TL 5.8 billion and achieving net profit of TL 1.5 billion. Strong performance was achieved across all business segments.

Guided by our mission as Türkiye's leading local enterprise software provider, we continued our investments in innovation and R&D without interruption. Leveraging advanced technologies including cloud computing, artificial intelligence, big data, blockchain, and machine learning, we continued to support the digital transformation of businesses. Reflecting this commitment, we rank as the leading software company with the highest level of R&D investment in Türkiye. Our strong R&D capabilities also enable us to shape industry developments and lead the adoption of new standards and technological advancements.

We continue to take strategic steps through Logo Ventures, providing capital and support to high-potential technology startups and fostering the broader entrepreneurship ecosystem to support the advancement of Türkiye's technology sector. We provided investment support to a total of 26 startups operating in innovative fields such as artificial intelligence, big data analytics, and the Internet of Things as of year-end 2025, through Logo Ventures, Türkiye's first corporate venture capital fund established to invest in early-stage software companies in Türkiye and Central and Eastern Europe.

With over four decades of experience, we continue to play a leading role not only as a technology company developing enterprise software, but also as a key contributor to the growth and transformation of Türkiye's information technology ecosystem. Our strong ecosystem with more than 1,000 business partners, supports the digital transformation of SMEs and contributes to the development of Türkiye's economy through the effective use of technology.

Last year, we celebrated the 40th anniversary of our contribution to Türkiye's informatics ecosystem through a dedicated exhibition. Through our exhibition titled "From Dream to Reality: 40 Years of Logo Yazılım", we presented our Company's history since its establishment, highlighting its interaction with technological developments and its innovation journey. Focusing on Logo Yazılım's evolution and technological transformation, the exhibition also provided insight into the broader development of Türkiye's IT landscape. It was a source of great pride to share this legacy of sustained effort, perseverance, and achievement, while inspiring younger generations to pursue innovation and create their own success stories.

While supporting the development of the informatics ecosystem and Türkiye's technological potential, we continue our activities with a strong commitment to social responsibility and societal development. Through our Dream Coders project, launched in 2019 in collaboration with Bütün Çocuklar Bizim Derneği (All Children Are Ours Association), we have reached nearly 10,000 students across 21 locations in different regions of Türkiye. Over the past two years, we have prioritized regions impacted by the earthquake of February 2023. In 2024, in cooperation with the Ministry of National Education, we established robotics coding workshops and a computer laboratory in the districts of Defne, Kırıkhan, and İskenderun in Hatay, as well as a library in Elazığ and a robotics coding workshop in Kahramanmaraş. In 2025, we further expanded the program by opening new robotics coding workshops in Diyarbakır, Malatya, and Adana. To ensure the long-term sustainability of these initiatives, we continue our programs with commitment and enhance our performance through measurable targets. Environmental, Social, and Governance (ESG) considerations have evolved from voluntary practice into a fundamental element of corporate strategy, driven by evolving regulatory requirements and rising stakeholder expectations. In this context, the software sector serves not only as a steward of its own ESG impact but also as a strategic enabler, supporting other industries in achieving their sustainability objectives.

Türkiye Sustainability Reporting Standards (TSRS) adoption as of 2024 required companies to disclose their non-financial performance in a more transparent and comparable manner. Accordingly, Logo Yazılım issued its first TSRS-compliant Sustainability Report in 2025 for the 2024 reporting period, addressing the role of climate and sustainability-related matters within strategy and governance framework, as well as their associated risks and potential impact.

In every step we have taken to date, we have remained committed to creating long-term value and pursuing responsible growth. Looking ahead, we will continue to leverage our technology development capabilities and strong ecosystem to deliver sustainable value for all our stakeholders.

I would like to extend my sincere thanks to all our stakeholders for their support throughout this journey.

Yours sincerely,

M. Tuğrul Tekbulut
Chairman of the Board



Vice Chairman and Logo Group CEO's message



M. Buğra Koyuncu
Vice Chairman and Logo Group CEO

Dear Stakeholders,

Despite increasing trade tensions and macroeconomic uncertainty, the global economy showed significant resilience over the past year. Favorable financial conditions, combined with the adaptability of the private sector and sustained investments in information technologies, particularly artificial intelligence, played a critical role in supporting this resilience.

As artificial intelligence, cloud computing, big data, and automation technologies continue to advance rapidly, companies are increasing investments in these areas to improve operational efficiency and drive value creation. The expanding use of big data is facilitating the development of more advanced artificial intelligence algorithms. In addition, advancements in cloud infrastructure, growing demand for automation and optimization, and the proliferation of consumer-oriented applications are key factors accelerating the adoption of artificial intelligence.

According to data published by the Turkish Statistical Institute (TÜİK), the share of enterprises reporting the use of at least one artificial intelligence technology was recorded at 7.5% in 2025 in Türkiye. The adoption rate of cloud computing, which forms a key component of artificial intelligence infrastructure, was recorded at 20.4%. Although the adoption of both technologies has increased compared to previous years, substantial adoption potential remains, particularly within the SME segment. A similar growth opportunity is also evident in the adoption of enterprise software solutions.

As Logo Yazılım, we continued to support enterprises in Türkiye, particularly SMEs, and contribute to the country's digitalization potential with our innovative solutions developed through our strong R&D and innovation capabilities, as well as our extensive business partner ecosystem. Reflecting our strong financial performance, our revenues reached TL 5.8 billion,

yielding a real growth of 9%. In line with the successful implementation of our servitization strategy, recurring revenues accounted for 86% of total revenues, and our EBITDA margin realized at 35%.

The software industry is at the center of digital transformation, reshaping lifestyles and industries alike. The sector is transitioning from a product-centric structure toward a service-oriented model that prioritizes sustained value creation with customer focus. Cloud infrastructure and applications are transforming enterprise software such as ERP solutions, from one-time investment products into essential services that require uninterrupted delivery. In this context, Logo Yazılım continues to prioritize servitization as a strategic focus to support digital transformation and sustainable growth. In line with this strategy, we are expanding our cloud solution portfolio and offering subscription-based sales models covering our on-prem solutions as well.

We remain focused on continuously enhancing customer engagement and facilitating SMEs access to new technologies. Ensuring that digital transformation remains accessible and financially sustainable, particularly for SMEs, and enabling effective cost management are critical priorities. In this context, we continue to offer the Logo Flexible Payment Plan across our cloud and on-prem solutions. This model enables businesses to select the most suitable option from three alternative payment plans for the same solution, facilitating more effective expense management.

The year 2025 marked a period in which we also took significant steps in financial technologies, our new growth vector. Türkiye's rapid adoption of technology, agile business culture, and strong banking infrastructure provide significant opportunities for fintech while also enabling financial innovation. To lead innovation in this field and further strengthen our innovative capabilities, we consolidated our fintech activities under the Financial Technologies business segment. Through this new structure, we aim to deliver integrated financial services to businesses through a single platform and establish a leading position in embedded finance within the B2B ecosystem. We also expect a meaningful contribution to our Software as a Service (SaaS) revenues.

At Logo Yazılım, our people-oriented corporate culture forms the foundation of all our operations. In this context, we see our employees as key stakeholders who shape the future of our company. We support their professional development through continuous learning programs and provide an inclusive, flexible, and agile work environment. At the same time, we continuously enhance our practices that support young talent and prepare them for the future.

We extend this people-oriented approach to Logo ecosystem, which comprises one of Türkiye's most extensive business partner networks. Our strong ecosystem represents not only a business partner network but also a collaborative community where knowledge, experience, and vision are shared, and value is created collectively. To support the long-term sustainability of our ecosystem, we launched the NextGeneration development program. Through this initiative, we provided six months of in-person and online training to second-generation representatives, aged 20 to 26, of Logo business partners operating as family-owned enterprises. The program aims to support effective succession planning and strengthen the institutionalization of our business partners.

We have an impact on a broad stakeholder ecosystem that includes our customers, business partners, employees, investors, and the wider community. Through the value we create across our ecosystem and our social investments, we contribute to the Sustainable Development Goals. We consider environmental, social, and governance (ESG) factors to be an integral part of our strategy and operations. Reflecting our commitment to fair, responsible, transparent, and accountable governance practices across all our operations, our Corporate Governance Principles compliance rating was confirmed at 9.50 out of 10.00 in 2025.

We provide more comprehensive and detailed information on these initiatives in the subsequent sections of our integrated annual report, where we present our financial, operational, and sustainability performance through our value creation model. I would like to extend my sincere thanks to all our stakeholders for their continued support of Logo Yazılım's operations.

Yours sincerely,

M. Buğra Koyuncu
Vice Chairman and Logo Group CEO



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Corporate profile

As Türkiye's largest publicly listed software company and the largest local enterprise application software company, Logo Yazılım has been a leading player in the market since its establishment in 1984. Logo Yazılım delivers enterprise application solutions tailored to companies of all sizes, ranging from micro enterprises to large-scale corporates.

With a continued focus on strengthening innovation and creativity across its products and services, Logo Yazılım stands as Türkiye's leading software company in terms of R&D investment. Operating across five locations in Türkiye, Logo Yazılım supports the growth journey of numerous companies through its workforce of more than 900 employees and a business partner network of over 1,000, helping to lay the foundations for sustainable success.



In addition to its enterprise resource planning solutions, Logo Yazılım offers a broad portfolio of complementary products and services, including accounting and pre-accounting, payroll and human resources management, business analytics, customer relationship management, warehouse and field sales management systems, workflow and document management, treasury management, and B2B management, as well as retail and e-Government solutions. Advancing toward its goal of becoming a cloud technology company that delivers end-to-end services under its servitization strategy, Logo Yazılım also provides digital transformation consulting and customized project management services. Established in 2025 with the ambition of becoming a leader in embedded finance within the B2B segment, Logo Yazılım's financial technologies business unit delivers solutions that enhance efficiency and generate value from data for its customers.

Having long held leading position in Türkiye's ERP market in terms of customer numbers, Logo Yazılım has built a large and dynamic ecosystem spanning business partners and Logo users, as well as academia, students, and industry professionals. Building on the strength of this ecosystem, Logo Yazılım conducts its activities with a shared vision of shaping Türkiye's future together by believing in its customers' ambitions, aligning around common goals, and working diligently toward the same purpose. Since its establishment, Logo Yazılım has been recognized as an innovative leader in the software sector through the innovations it delivers across its products, services, and business processes, as well as the added value it creates in digital transformation. Logo Yazılım adopts a fair and transparent governance approach, and the company's free float ratio is 65% as of the end of 2025. With its initial public offering in 2000, Logo Yazılım became the first information technology company to be listed on Borsa İstanbul.

Vision, mission, and principles



Vision

Coding the future together.



Principles

Productivity

Logo's products and services focus on improving the productivity of customers' organizations. The company offers information technology tools, solutions, and services to ensure and increase the efficiency and profitability of the companies taking into account company-specific features and modern management techniques.

Customer satisfaction

Logo's priority is absolute customer satisfaction. It is of utmost importance for Logo that its products and services are of high quality. Committed to Total Quality Management as a management philosophy Logo's main principle is to determine its policies according to market preferences and standards while keeping close contact with its customers.

Research and development

Logo believes that efficient research and development is the main component of being competitive in today's ever-changing business environment. Logo allocates the largest part of its resources to research and development to create new products, improve the capacity of its existing products and incorporate the ever-changing technology and platforms.

Profitability

Logo perceives being a profitable and productive company and using its resources efficiently as an integral part of its responsibilities towards its employees, customers, and society.



Mission

We create value for our customers with passion and agility.

Social responsibility

Logo advocates the idea that technology should be developed while respecting humans and the environment. Logo's actions are infused with a sense of responsibility towards society and the world and maintain a constructive approach to social problems.

Business ethics

Logo believes in the principles of market economy and acts accordingly. The company is committed to the principles of fairness, integrity, transparency, and consistency in its relationship with its customers, business partners and competitors and complies with the law and business ethics in all its dealings.

Employee happiness

Logo believes that products and services of good quality can only be produced by qualified and happy employees. Therefore, Logo places great importance on the continuous training of its employees. The Company aims to have happy, productive, and socially beneficial employees by providing them with a good income level, a highclass work environment, occupational safety and health, and participatory management.

Equal opportunity

Logo is committed to the principles of equal opportunity in recruitment and evaluates candidates based solely on their knowledge and experience. Logo assesses performance only in terms of productivity in line with company objectives.



Logo's milestones

- Total Soft's acquisition of **Architected Business Solutions (ABS)** in Romania
- Launch of **Logo CaptainBiz** in India
- Launch of **Logo Tiger Wings Enterprise** and **Netsis Wings Enterprise**
- **Logo World of Opportunities** started to serve
- Launch of **eLogo OHS**
- Sale of **50% stake** in **FIGO** to **F.I.T. Solutions**
- Establishment of **Logo Digital Transformation Services**
- Launch of **Logo GO Wings**, **Logo Netsis Wings Integrated** and **Logo WMS Platform**
- Inclusion in **Turquality®** program as the first software company
- Publication of the **first Sustainability Report**

2018-2019

- Acquisition of Romania-based **Total Soft**
- Establishment of **Logo Infosoft** in India in partnership with **GSF Software Labs LLC**
- Increase in the **free float rate** from 25% to 61% as a result of share sales to qualified investors
- Launch of **3 series products**
- Establishment of **FIGO**, a business information platform, with **F.I.T. Solutions**
- Establishment of **Logo KOBİ Dijital Hizmetler**
- Launch of **Logo Wings** solutions and **e-Dispatch** product
- Establishment of **Logo Ventures I Venture Capital Investment Fund**
- Launch of **Logo Jugnu** in India
- Inclusion in the **BIST Sustainability Index**

2016-2017

1986-1999

- Launch of **Logo GOLD**, **Logo Alinteri** and **Logo ERP (Unity & HR)**

2011-2015

- Acquisition of **Coretech**
- Acquisition of **World BI** and renaming it as **Logo BI**
- Launch of **Logo j-Platform**, **Logo Mobile**, **Logo e-ledger** and **Logo e-Invoice**
- Establishment of **Logo Store**
- Partnership with **EAS Solutions SARL**, a **Mediterra Capital Partners** company
- Acquisition of **Netsis**
- Acquisition of **e-Logo**
- Acquisition of **Intermat**, **Sempa**, **Vardar** and merger under **Logo**
- Merger of **Netsis**, **Coretech** and **LogoBI** under **Logo**

2022-2025

- Launch of **Cloud ERP** and **Cloud HR** services
- Investment in **Figopara**
- Transition from the **Turquality®** program to the **e-Turquality Informatics Stars** program
- Becoming one of the first 25 companies to be included in the **BIST Sustainability 25 Index**
- Launch of **Logo Diva Retail Self Checkout**
- Publication of the sector's **first Integrated Annual Report**
- Decision to decrease ownership in Romania-based subsidiary **Total Soft** by selling shares to **Total Soft's** minority shareholder .
- Merger of **Peoplise (Elba HR)** under **Logo Yazılım**
- Decision to liquidate **operations in India**
- Establishment of the **Logo Financial Technologies** business unit

2000

- Initial public offering of Logo shares: The first IT and software company listed on **Borsa Istanbul**
- **Logo Product Development Center** in an 11,000 m² closed area in **GOSB Teknopark** was opened



2001-2005

- Establishment of **Logo Business Software** based in **Germany**
- Technological cooperation agreement with **IBM**
- Launch of **Tiger, e-solutions** and **Supply Chain Management** solution

2006-2010

- Launch of **Unity on Demand**, **GO** and **Start**
 - Opening of **Dubai** sales office
- Recognition as the **industry leader** in R&D Research
- Launch of **GO Plus**, **Tiger Plus** and **Tiger Enterprise**
- Inclusion in the **BIST Corporate Governance Index**

2020-2021

- Acquisition of 86.7% of **Peoplise (Elba HR)** shares
- **Total Soft's** acquisition of the accounting division of **Nexia CRG** in Romania
- Launch of **Logo j-Construction** and **Logo Payroll**
- Establishment of **Logo Ventures II Venture Capital Investment Fund**
- Merger of **Logo Elektronik (eLogo)** and **Logo KOBİ Dijital Hizmetler** under **Logo**
- Launch of **cloud-based Talent Management and Document Management** service



Future outlook

As Türkiye’s largest independent software company, Logo Yazılım reaches the highest number of companies in Türkiye by supporting the digitalization journey of the SME segment – a strategic focus for the company. Logo continues its operations as a trusted solution partner for all its customers, from micro SMEs to large enterprises, supporting them throughout their digital transformation journeys and acting as an opinion leader in the age of technology and informatics.

In line with global trends, Logo Yazılım has made **servitization** a strategic focus to ensure the long-term sustainability of its profitable growth and value creation. **Organizational culture, operational excellence, and customer experience** are also integral parts of the strategy.

Servitization: As technological advances and digitalization have become embedded in every aspect of life, companies are transforming their business models, products, services, and business processes in response to evolving consumer behaviors. With this transformation, the software industry is shifting from a product-driven approach to a customer-oriented service approach based on continuous service. The technological counterpart of this model is cloud computing. Cloud infrastructure and applications are transforming ERP and enterprise software from one-time investment products into essential services that require uninterrupted delivery, similar to utilities such as electricity and water. By expanding its Software-as-a-Service (SaaS) solution portfolio, Logo Yazılım aims to enable all its stakeholders to benefit more easily from the constant technological development and changes through sales models such as memberships and subscriptions. The growing adoption of subscription-based systems offering flexible payment options has become increasingly important, particularly in making digitalization goals more accessible for small and medium-sized enterprises and supporting their growth momentum. The quality and diversity of the services Logo offers to end users constitute one of the core success criteria of its SaaS transformation. Accordingly, the digitalization and transformation of the processes and services of Logo’s business partners are a fundamental and indispensable part of Logo’s servitization strategy.

Corporate culture, customer experience, and operational excellence play a critical role in the implementation of the servitization strategy. From a corporate **culture perspective**, this includes aligning the existing and future talent pool with Logo Yazılım’s strategy, integrating the strategy into corporate objectives and performance management systems, and continuously updating the learning and development needs of the Logo Yazılım ecosystem, alongside effective internal and external communication management and a strong performance culture. From a **customer experience** perspective, the aim is to enhance the customer experience focus that defines the quality and nature of customer interactions, enabling better anticipation of customer needs across all processes.

To ensure the sustainability of its success trajectory, Logo Yazılım places a strong focus on **operational excellence** and aims to enhance the quality and efficiency of all its processes by positioning artificial intelligence at the center. In 2025, new AI-enabled solutions were launched to improve customer experience and increase operational efficiency within the scope of technology investments. Digital consultancy capabilities integrated into solutions, applications that accelerate content creation, and process automation initiatives have emerged as key innovations enhancing the company’s service quality and competitive strength. In addition, significant productivity gains have been achieved through the integration of artificial intelligence into software development activities and internal operations. Logo continues to pursue its operational and process efficiency initiatives with a continuous improvement mindset.



In line with the strategic decision taken regarding its operations at Total Soft, its associate in Romania, Logo Yazılım is expected to reduce its shareholding in the company to 15 percent by the end of 2027 through a share sale. In addition, a decision was taken to exit the company’s operations in India by mid-2025 as part of its strategic priorities.

In addition to its strategy and investments related to its core business areas, one of Logo Yazılım’s initiatives focused on future-oriented investments is Logo Ventures, one of Türkiye’s corporate venture capital funds. Logo Ventures Fund I was established in the second half of 2017 with a 20% ownership stake held by Logo Yazılım and a targeted investment size of TL 10 million. Investments were made in Vispera in 2017 and in V-Count in 2018.

Logo Ventures Fund II was established in the first half of 2021 with an 88.63% ownership stake held by Logo Yazılım and a total resource commitment of USD 12.6 million. As of the end of 2025, a total of USD 9.2 million has been invested. Established in line with Logo Yazılım’s innovation focus, the second Venture Capital Investment Fund aims to invest in high-growth-potential domestic and international technology startups through debt, equity, hybrid debt and equity, and similar instruments, in accordance with its business-to-business (B2B), software as a service (SaaS), and internationalization strategy. Through strategic support provided to portfolio companies, the Fund seeks to enable these companies to achieve their growth objectives and to generate long-term value. In 2025, the fund invested in Replenit and Eloquent AI.

Logo Ventures will continue to support entrepreneurs in bringing diverse ideas to life and strengthening them.



Trends

Global Trends

Trend	Description of the trend	Related material issue	Potential risk impact	Impact on Logo Yazılım ecosystem	Risk management at Logo Yazılım
Cyber security	Today, technological and digital developments' expansion continues and they are increasingly exposed to cyber threats. This situation, which has a significant impact on products and services, highlights the need to implement appropriate measures to ensure the security of digital assets and to establish effective defense mechanisms against external threats. According to data from the Global Cybersecurity Outlook 2025 Report ¹ published by the World Economic Forum, not all organizations have the same level of cybersecurity maturity, a situation that is expected to give rise to cyber inequality. Ninety percent of executives argue that urgent action is required to address this growing cyber inequality. In this year's report, the vast majority of leaders stated that they believe they have been more exposed to cybercrime compared to the previous year. Within the scope of organizational resilience, it is important for organizations to integrate cybersecurity into their corporate risk management frameworks and to undertake cultural and structural changes in order to adapt to new technologies.	- Innovation and R&D - Information Security and Confidentiality	According to the WEF Global Risks Report 2025 published annually by the World Economic Forum, technological risks, including particularly those related to cybersecurity , are among the most critical global risks anticipated over both the next two- and ten-year horizons.	As digitalization accelerates, cybersecurity plays a critical role in safeguarding operational continuity and data integrity. Ensuring the security of customer data directly affects companies' reputation and competitiveness, supporting economic stability. Cybersecurity strategies integrated into corporate risk management enable the development of resilient systems and help secure long-term business continuity. Protecting digital assets is a critical priority for all stakeholders within Logo Yazılım's ecosystem, and the use of high security standards and encryption technologies helps mitigate the impact of cyber threats while fostering a more secure digital environment. As digital transformation processes accelerate, the continuous updating of cybersecurity strategies, adaptation to new technologies, and the adoption of proactive measures against potential threats help make companies' digitalization journeys more secure. A strong cybersecurity infrastructure mitigates threats, supports competitive positioning as a trusted business partner, and contributes to the creation of a sustainable and secure digital environment across the ecosystem.	Operating on a 24/7 basis, the Cyber Security Operations Center of Logo Yazılım continues its efforts to mitigate cybersecurity threats through its capabilities to monitor, analyze, and respond to cyber incidents related to the Company's digital assets, as well as the products and services it provides to stakeholders. Within this scope, vulnerability scans are conducted to help ensure secure digital environments, strengthen the cybersecurity infrastructure, and enhance customer trust. By increasing both the number and scope of penetration tests, security vulnerabilities within the digital infrastructure are identified through periodic scans, and resilience against potential cyberattacks is tested. These scans and tests reflect a proactive approach to potential threats, reinforcing Logo Yazılım's reliability and supporting its competitive position within the sector. In addition, by ensuring the same level of security across its solutions and services for both small- and large-size enterprises, Logo Yazılım helps reduce security disparities, contributes to a secure and sustainable digital transformation across the ecosystem, and strengthens the operational resilience of its customers. Further information on Logo Yazılım's cybersecurity-related initiatives can be found in the " Innovation & R&D " and " Customer experience " sections of this report.
Climate change and extreme weather events	Climate change has emerged as a major global challenge in today's world, becoming increasingly evident and carrying potential impacts that may affect many aspects of our lives. The Climate Status 2025 Update ² published by the World Meteorological Organization once again raises a red flag regarding the pace of climate change, driven by the continued rise in atmospheric greenhouse gas concentrations. In addition, the findings highlight that the global average temperature between January and August 2025 was 1.42°C above pre-industrial levels. In this context, it is important for companies to take the necessary measures through innovative solutions that help mitigate climate change-related challenges, such as extreme weather events that lead to social and economic disruptions, in order to effectively address climate change.	- Climate Change - Natural resource use	According to the WEF Global Risks Report 2025 published annually by the World Economic Forum, the risk of extreme weather events ranks as the second most critical global risk over the next two years and the most critical over a ten-year horizon.	Enterprise application software supports companies' digital transformation, enhancing efficiency and competitiveness while contributing to the sustainability of their customers. Software also presents an opportunity in the context of climate change by facilitating key areas such as data management, reporting, supply chain monitoring, and waste management. Software sector is considered among the industries that tend to have a relatively lower environmental impact in terms of the environmental dimension of sustainability.	Logo Yazılım's solutions support customers in reducing their environmental impact. While the environmental impact arising from Logo Yazılım's own operations remains limited, the Company regularly reviews this impact and undertakes improvement initiatives in areas identified as having potential for further development. Further information on Logo Yazılım's initiatives related to environmental impact can be found in the " Environmental impact focused approach " section of this report.
Artificial intelligence and machine learning	The software landscape is undergoing a significant transformation driven by technologies such as artificial intelligence and machine learning. As a core component of the artificial intelligence ecosystem, machine learning plays a significant role through its contributions to areas such as customer experience, software development processes, operational efficiency, and innovation. The rapid growth of the sector and its accelerating effect on corporate transformation play a significant role in driving the growth rate of the artificial intelligence market. According to global technology research, the growth rate of artificial intelligence within the sector is expected to increase steadily over time.	- Innovation and R&D - Information Security and Confidentiality	According to the 2025 edition of the WEF Global Risks Report published annually by the World Economic Forum, the adverse impacts of artificial intelligence technologies rank sixth among the most critical global risks anticipated over the next decade.	As one of the most significant developments shaping the software sector, artificial intelligence and its subfield, machine learning, directly support the two pillars of Logo Yazılım's strategy: servitization and operational excellence. Artificial intelligence makes a positive contribution to the development of the solutions and services that Logo Yazılım offers to its customers. It is anticipated that the AI-powered reporting service and chatbot service integrated into Logo Yazılım's new product platforms will enhance customer experience and deliver additional value to ERP usage. In addition, the artificial intelligence- and machine learning-related tools used in the Company's internal processes are expected to contribute to operational efficiency and enhance employee satisfaction.	Logo Yazılım aims to enhance customer satisfaction by improving its support services through a machine learning-powered knowledge platform, while also increasing operational efficiency through its machine learning-based intelligent operations platform project. Further information on Logo Yazılım's initiatives in this area can be found in the " Innovation & R&D " and " Artificial intelligence transformation " sections of this report.

1. https://www3.weforum.org/docs/WEF_Global_Cybersecurity_Outlook_2024.pdf
2. <https://wmo.int/publication-series/state-of-climate-update-cop30>



Sectoral trends

Trend	Description of the trend	Related material issue	Impact on Logo Yazılım ecosystem	Logo Yazılım's Response to the Topic
Talent Attraction and Retention	In today's environment, where digital transformation is accelerating and technological advancements continue to expand, the software sector holds critical importance as a central driver of transformation and growth. As demand for software developers continues to rise, the sector is competing to attract competent talent by offering opportunities to work from anywhere in the world. According to the "Future of Jobs Report 2025" ³ published by the World Economic Forum, digital access is viewed as the most significant transformative factor affecting labor markets. Sixty percent of employers state that digitalization will transform their businesses by 2030. This trend is expected to drive a strong increase in demand for technology-related talent, with the highest demand anticipated in areas such as artificial intelligence and big data, networks and cybersecurity, as well as technology literacy skills.	<ul style="list-style-type: none"> - Talent management - Diversity, equality and inclusion - Employee engagement and happiness 	As Türkiye's leading enterprise application software company, Logo Yazılım regards its employees as one of the most critical capital elements of its ecosystem. The talent market tightening continuously globally and locally, is reshaping the Company's operations and influencing its impact on stakeholders.	Logo Yazılım continues to invest across all relevant areas, particularly talent management, employee well-being and engagement, and learning and development, with the aim of attracting and retaining competent talent. The Company measures employee engagement on a regular basis and takes action within a continuous improvement approach. Further information on Logo Yazılım's initiatives in this area can be found in the " Employee experience focused approach " section of this report.
SaaS/Cloud Transformation	Software as a Service (SaaS), which enables software applications to be delivered over the internet, plays a critical role in supporting accessibility, collaboration, and business continuity for organizations. In the latest update of the Worldwide Software and Public Cloud Services Spending Guide ⁴ published by International Data Corporation (IDC), it was reported that the cloud computing market, which offers cost advantages particularly for small and medium-sized enterprises, reached USD 805 billion in 2024 and is expected to double by 2028.	<ul style="list-style-type: none"> - Innovation and R&D - Customer experience 	Logo Yazılım is on track in becoming a SaaS company. The servitization and SaaS/Cloud transformation journey represents a core pillar of Logo Yazılım's strategy, reshaping value creation by influencing the Company's operations and stakeholders.	Logo Yazılım has been investing for many years in the key dimensions that shape its servitization and SaaS/Cloud transformation strategy, including technology, customer experience, business partner ecosystem, corporate culture, and talent development. Further information on Logo Yazılım's initiatives in this area can be found in the " Future outlook " section of this report. Additionally, detailed information regarding focus areas is provided throughout the report.



3. https://reports.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf

4. <https://www.idc.com/getdoc.jsp?containerId=prUS52460024>



Industry outlook

In the early months of 2025, intensified protectionist measures and higher customs duties led to increased barriers to international trade; however these developments began to ease toward the end of the year. Bilateral and regional trade agreements helped reduce uncertainties in this area, improving the business environment and supporting economic growth.⁵ In particular, investments in new technologies, especially artificial intelligence, together with the optimism driven by expectations in this area, have helped mitigate the impact of uncertainties in international trade. As the digital economy continues to expand its global footprint, digital services have come to account for more than 50% of total service exports.⁶

In 2024, the global information and communication technologies market reached USD 5 trillion, growing by 13.9%, while the information technologies segment, with growth of 28%, was a key driver of overall market expansion. The sector is projected to reach a market size of USD 6.9 trillion by 2028. Investments in artificial intelligence are influencing companies to accelerate their technology investments to drive revenue growth. Data center investments and the need for artificial intelligence infrastructure are increasing demand, particularly for accelerated servers. This trend supports growth in both infrastructure software and data centers.⁷

In Türkiye, the market size of the information and communication sector reached USD 36.7 billion in 2024, reflecting growth of 11%. Supported by technologies such as artificial intelligence and cloud computing, the information technologies market recorded a compound annual comparable growth rate of 21% in U.S. dollar terms over the 2020–2024 period. The software category, in turn, recorded growth of 18.4% in U.S. dollar terms during the 2023–2024 period alone.⁸

5. <https://blogs.worldbank.org/en/developmenttalk/economic-growth-in-2025-has-defied-the-gloomy-expectations>
6. <https://www.weforum.org/stories/2025/09/building-a-fairer-digital-economy-how-can-trade-policy-help/>
7. <https://www.tubisad.org.tr/tr/images/pdf/tubisad-bit-2024-tr-2505.pdf>
8. <https://www.tubisad.org.tr/tr/images/pdf/tubisad-bit-2024-tr-2505.pdf>
9. IDC, yapay zeka çözümleri ve hizmetlerinin 2030 yılına kadar küresel ölçekte 22,3 trilyon dolarlık bir etki yaratacağını öngörüyor.
10. AI in the workplace: A report for 2025 | McKinsey

AI's impact is growing

Artificial intelligence is being adopted at an accelerating pace and is becoming increasingly integrated into both everyday life and enterprise software. In pursuit of major strategic initiatives such as entering new markets and developing innovative products, organizations are positioning artificial intelligence at the core of their business strategies.

According to the International Data Corporation (IDC), investments in artificial intelligence solutions and services are expected to generate a cumulative global economic impact of USD 22.3 trillion by 2030. Every USD 1 invested in AI solutions and services is projected to create an additional USD 4.9 in value for the global economy, highlighting the significant multiplier effect of AI investments on productivity in the coming years.⁹ Driven by the additional efficiency gains anticipated from enterprise use cases, artificial intelligence is estimated to offer companies a long-term opportunity of USD 4.4 trillion. Furthermore, 92% of organizations plan to increase their investments in artificial intelligence over the next three years.¹⁰

In Türkiye, the share of enterprises reporting the use of at least one artificial intelligence technology was recorded at 75% in 2025. When AI adoption is analyzed by enterprise size, data for 2025 show that 6.6% of enterprises with 10–49 employees, 9.6% of those with 50–249 employees, and 24.1% of enterprises with 250 or more employees used at least one artificial intelligence technology.¹¹

In Türkiye, artificial intelligence adoption was highest among enterprises operating in the “information and communication” activities sector, with a usage rate of 47.1%. When the purposes for using artificial intelligence technologies are examined, data for 2025 indicate that enterprises most frequently used AI software or systems for marketing or sales purposes, at a rate of 46.5%.¹²

The power behind artificial intelligence technologies: Cloud computing

Sixty-three percent of the world's leading companies report that they are increasing their cloud budgets to make greater use of generative artificial intelligence.¹³ According to International Data Corporation (IDC), global spending on cloud services is expected to approach USD 1.6 trillion by 2028. Over the 2024–2028 forecast period, annual spending growth is projected to result in a five-year compound annual growth rate of 19.4%.

In Türkiye, the rate of paid cloud computing usage stood at 20.4% in 2025. When analyzed by enterprise size, paid cloud service adoption reached 54.3% among enterprises with 250 or more employees, followed by enterprises with 50–249 employees at 31.8% and those with 10–49 employees at 17.3% in 2025.¹⁴

11. <https://data.tuik.gov.tr/Bulten/Index?p=Yapay-Zeka-Istatistikleri-2025-57945>
12. <https://data.tuik.gov.tr/Bulten/Index?p=Yapay-Zeka-Istatistikleri-2025-579452>. <https://www.weforum.org/stories/2025/09/building-a-fairer-digital-economy-how-can-trade-policy-help/>
13. <https://www.pwc.com/us/en/tech-effect/cloud/cloud-ai-business-survey.html4>. <https://www.tubisad.org.tr/tr/images/pdf/tubisad-bit-2024-tr-2505.pdf>
14. <https://data.tuik.gov.tr/Bulten/Index?p=Girisimlerde-Bilisim-Teknolojileri-Kullanim-Arastirmasi-2025-540126>. AI in the workplace: A report for 2025 | McKinsey
15. Market Share: Enterprise Application Software, Worldwide, 2024
16. https://www.statista.com/topics/1823/business-software/?srsltid=AfmBOoo_oMaRMp99fCddiqQ_GKKOu8xHuDNcS26PoTIXttNfjPYe8N_#topicOverview
17. <https://data.tuik.gov.tr/Bulten/Index?p=Girisimlerde-Bilisim-Teknolojileri-Kullanim-Arastirmasi-2025-54012>
18. <https://www.theconsultingreport.com/mckinsey-report-reveals-surge-in-ai-use-as-most-firms-struggle-to-scale/>

Enterprise software in the context of next-generation technologies

The enterprise software market, which forms the digital backbone of organizations, reached a global market size of USD 394.0 billion in 2024, growing by 12.8% year on year.¹⁵

Trends in enterprise software point toward a future shaped by cloud computing, artificial intelligence, and big data analytics. Cloud-based solutions offer enhanced flexibility and scalability, enabling organizations to adapt quickly to changing needs and to integrate new technologies without the need for substantial infrastructure investments. As artificial intelligence is rapidly integrated into enterprise software, it supports the automation of operations and facilitates decision-making processes. In addition, through advanced big data analytics capabilities, enterprise software enables organizations to optimize business processes and gain a competitive advantage by making data-driven decisions.¹⁶

In Türkiye, 28.3% of enterprises used Enterprise Resource Planning (ERP) solutions in 2025, while 12% used Customer Relationship Management (CRM) solutions and 6.5% used Business Intelligence (BI) solutions. When analyzed by enterprise size, ERP, CRM, and BI adoption rates among enterprises with 250 or more employees stood at 76.5%, 42.0%, and 35.1%, respectively. These rates were 23.6%, 9.9%, and 4.9% among enterprises with 10–49 employees, and 46.0%, 18.4%, and 10.7% among enterprises with 50–249 employees.¹⁷

Globally, 2025 marked a year in which digital transformation gained further momentum. At the global level, 88% of companies reported using artificial intelligence in at least one business function. However, two-thirds of these companies remain at an early stage of adoption. In the coming years, new technologies, particularly artificial intelligence, are expected to scale further and be used more effectively across organizations.¹⁸



2025 in numbers

Financial summary

Financial summary, Million TL	2025	2024
Revenue	5,800.7	5,345.7
Gross profit	5,592.4	5,155.3
Operating profit	1,232.2	1,241.0
Income before tax	1,505.5	398.9
Profit for the period from continuing operations	1,500.7	399.9
Profit / (Loss) for the period from discontinued operations	-	75.85
Net profit for the period	1,500.7	475.7
Earnings per share (1,000 shares at 0.01 TL nominal value)	16.00	4.90

	2025	2024
Total assets	8,322.2	9,511.3
Current assets	3,106.4	2,462.0
Assets classified as held for sale	-	3,095.1
Fixed assets	5,215.7	3,954.2
Short-Term liabilities	3,889.8	3,577.7
Liabilities related to asset groups classified as held for sale	-	1,312.6
Long-Term liabilities	696.6	821.1
Equity	3,735.8	3,799.9
Paid-in capital	95.0	95.0
Current ratio*	0.80	1.14
Total liabilities / Equity	1.23	1.50
Equity / Total assets	0.45	0.40

* Current ratio includes assets classified as held for sale and liabilities related to asset groups classified as held for sale.

Recurring revenues/ Invoiced revenues

Recurring revenues breakdown (2025)

2025: 86%
2024: 80%

LEM	34%
eService SaaS	36%
SaaS	21%
Project & maintenance	5%
Retail SaaS	4%

2025 overview

Financial performance and corporate governance approach

Financial capital

- Invoiced revenues **6.1 billion TL**
- IFRS revenues **5.8 billion TL**
- EBITDA **2.0 billion TL**
- EBITDA margin **35%**
- Corporate governance rating score **9.5/10.0**

Innovation focused approach

Intellectual capital

- R&D Spending/Invoiced revenue ratio **36%**
- Number of R&D employees **686**
- New features **4,647**
- New version **496**

Customer experience and ecosystem focused approach

Manufactured capital

- Logo Türkiye customer satisfaction score for the services of support teams **4.27**
- Total customers* **230,000+**
- New customers* **44,000+**
- Business partners **1,000+**

*44% of the total customers and 76% of new customers belong to microSME segment.

Employee experience focused approach

Human capital

- 900+** Employees
- Women employee ratio **43%**
- Logo Türkiye employee engagement score **86%**
- Training per employee **29.7** hours

Social impact focused approach

Social and relationship capital

- 10,000+** students impacted by Dream Coders project
- People who received training from Logo Academy product and solution trainings unit **14,000+**
- Awards and distinctions **25**

Environmental impact focused approach

Natural capital

- Recycled non-hazardous waste **100%**
- Decrease in greenhouse gas intensity **30.4%**
- Decrease in energy intensity **22.2%**

Data for Türkiye operations



Solutions family

LOGO Solutions

Micro Bussinesses | Small Bussinesses | Midsize Bussinesses | Large Bussinesses

Accounting and ERP Solutions

Logo İşbaşı / Logo Lite

Enterprise Resource Planning (ERP)

HR Solutions

Payroll and Personnel Management

Human Resources Management

Retail Solutions

Retail Sales Management

Functional Solutions

Logo Business Analytics

Warehouse Management Systems (WMS)

Customer Relationship Management (CRM)

Document Management

Treasury Management

Workflow and Process Management

Field Sales Management

B2B Management

ERP solutions

- Logo j-Platform
- Logo Tiger Wings Enterprise
- Logo Tiger 3 Enterprise
- Logo Tiger Wings
- Logo Tiger 3
- Logo Netsis Wings Enterprise
- Logo Netsis 3 Enterprise
- Logo Netsis Wings
- Logo Netsis 3 Standard
- Logo Cloud ERP

Business analytics solutions

- Logo Mind Insight
- Logo Mind Navigator
- Logo Mind Budget

Retail solutions

- Logo Diva Retail
- Logo Diva Channel
- Logo Diva Shop

Customer relationship management solutions

- Logo CRM

Workflow management solutions

- Logo Flow

Treasury management solutions

- Logo Treasury Wizard

B2B management solutions

- Logo B2B
- Logo Cloud B2B

SME solutions

- Logo İşbaşı
- Logo Start 3
- Logo GO Wings
- Logo Netsis Wings Entegre
- Logo Mali Müşavir 3
- Logo Cloud ERP

Payroll and human resources management solutions

- Logo j-HR
- Logo Bordro Plus
- Logo Cloud HR
- Logo Peoplise Applicant Tracking and Recruitment (Analyse)
- Logo Peoplise Onboarding and Employee Experience (Harmonise)
- Logo Peoplise Online Case Analysis (Casebot)
- Logo Peoplise Talent Management (Recognise)

Warehouse management system solutions

- Logo WMS Platform
- Logo WMS

Field sales management solutions

- Logo Mobile Sales

Document management solutions

- Logo Cloud Document Management

e-Transformation

- e-Invoice
- e-Archive Invoice
- e-Ledger
- e-Ledger Keeping
- e-Dispatch
- e-Producer Receipt
- e-Receipt for self employed
- e-Tab
- Pharmacy Portal
- Private Integrator Portal

Digital transformation services

- Digital transformation consulting
- Project management
- Project implementation
- Custom software development
- Customization and integration
- Post-project support services
- System management

Occupational health and safety solutions

- eLogo OHS

Logo Financial Technologies

- Online Account Statement
- e-Collection
- Invoice Financing
- e-Document Transfer
- e-Receipt
- e-Reconciliation

Ecosystem solutions approved by Logo

Logo Cloud Service-based solutions



Products and services

Logo Yazılım is Türkiye's leading local enterprise application software provider, delivering solutions that help companies of every size, from micro enterprises to large holding structures, manage their operations end to end and compete more effectively in both local and global markets.

Through the technologies it develops and the solutions it offers, Logo Yazılım takes responsibility for supporting its customers in minimizing their environmental impact and adopting sustainable business practices. In this context, Logo Yazılım's solutions enhance efficiency and agility across customer operations while contributing to the reduction of environmental impact, ranging from carbon footprint to natural resource consumption. By enabling single-point data entry, enterprise software allows for more effective monitoring and management of resources and processes. In addition, data-driven decision-making, traceability, transparency, and both internal and external audit processes are significantly facilitated.



ERP

Enterprise Resource Planning (ERP) allows businesses to manage and automate all operations and tasks from a single, central platform. In this way, all resources and processes across the organization are effectively controlled end to end, human-related errors are minimized, and significant gains are achieved in terms of time savings, cost efficiency, and productivity.

Logo's ERP solutions are designed to support businesses of all sizes and across all sectors, enabling their departments and processes to work in an integrated way. This integrated structure allows companies to manage and monitor their operations effectively from every point, while adding flexibility and ease at each stage of the workflow. From production and procurement to foreign trade and sales, Logo ERP provides visibility, full control, compliance, and reliable data across all operations, helping businesses achieve higher efficiency and stronger customer satisfaction. By automating operational processes, ERP solutions also significantly reduce workload and contribute to both time and cost savings.

In 2025, ERP solutions' key focus was to prioritize user experience, enhance performance, and offer a scalable technology foundation for the future. The core aim has been on developing smarter, simpler, and more intuitive products. In this context, efforts continued to focus on a centralized access platform that allows users to reach Logo solutions from a single point, while interface improvements and usability enhancements across ERP products remained a top priority. Throughout the year, development efforts covered a wide range of areas, including the transformation of on-premise solutions into hybrid structures enriched with cloud services through a PaaS (Platform as a Service) architecture, simplified deployment processes, the integration of artificial intelligence into products, the enhancement of mobile applications, the reassessment of product packaging, the evolution of licensing models, and the implementation of a centralized identity management system.

Logo Cloud ERP

Logo Cloud ERP delivers all the core functions businesses need through cloud technology. Thanks to its cloud-based architecture, companies can get started quickly and easily without the need for system or installation investments, while also eliminating server and security costs and benefiting from a more cost-efficient structure. Its modular package structure can be customized and scaled to meet the needs of businesses of different sizes. With anytime, anywhere access via an internet connection and continuously updated services, Logo Cloud ERP enables companies to manage their business processes faster and more efficiently. Key advantages of Logo Cloud ERP include effective inventory and cost tracking, simplified purchasing and order management, real-time accounting, comprehensive payment and collection options, monitoring income and expense balances across operations, efficient fixed asset management, advanced budgeting and analysis capabilities, sophisticated financial transactions, fast and flexible production processes, and the tracking of foreign trade operations. In addition, e-Transformation applications work seamlessly with the Logo Cloud ERP service in an integrated manner.

Logo Wings solutions

As speed becomes increasingly critical for businesses, the ability to plan and manage processes independently of time and location has become a key priority for maintaining high customer satisfaction and standing out in competition. While Logo ERP solutions enable end-to-end management of business processes in a simple, practical, and effective way, Logo Wings solutions extend this capability to the web, responding directly to the needs of a rapidly digitalizing business environment. Logo Wings solutions, which are customized according to the needs of businesses of different sizes, enable all operations, from accounting and finance to production and sales, to be carried out centrally, anytime and anywhere, while also delivering significant time and cost savings.

Designed to offer ERP users a more independent and flexible option tailored to the general needs of businesses, Logo Wings solutions can be customized and further developed in line with company-specific requirements and enriched with widgets and applications. In this way,

organizations can create Logo Wings solution packages that best suit their needs, combining professional ERP functionality with an aesthetically refined design. In addition, as Logo Wings solutions are licensed under a subscription model, they can be selected through flexible annual subscription pricing, ensuring continuous use that remains up to date and fully compliant with applicable regulations.

Logo solution that carries micro-SMEs to cloud: Logo İşbaşı

Contributing to the digital transformation of micro businesses, Logo İşbaşı provides pre-accounting and e-Invoicing solutions developed with cloud technology, as a SaaS. Built on cloud technologies, Logo İşbaşı enables micro businesses to issue invoices and e-Invoices quickly and easily from anywhere with an internet connection and share with their customers immediately. Through both web and mobile access, users can manage purchase and sales invoices, accounts receivable and payable, inventory, cash and bank transactions, in short, all their pre-accounting processes in a simple and practical way. Logo İşbaşı is actively used by customers across different sectors, with the number of users exceeding 76.7 thousand. As of the end of 2025, İşbaşı's annual run rate (ARR) increased by 44% compared to 2024, reaching USD 3.33 million.

Recommended by 9 out of every 10 users, Logo İşbaşı offers free of charge trial for 14 days via www.isbasi.com or through the Logo İşbaşı mobile application.

With its free e-Transformation consultancy service, tens of thousands of entrepreneurs are able to complete their transition to e-Invoicing in as little as 15 minutes, without leaving their desks. As one of the first solutions that comes to mind for both pre-accounting and e-Transformation applications (e.g. e-Invoice, e-Archive, and e-SMM), Logo İşbaşı also develops integrations to further simplify daily operations. These include Banking Integration, Smart Receipt Scanning Integration, Accountant Panel Integration, e-Commerce Integration, CRM Integration, Online Collection Integration, Online Order Integration, and Service Tracking Integration. Through these integrations, Logo İşbaşı aims to support seamless digital transformation while delivering a strong and consistent customer experience.



Functional solutions

In addition to its ERP, Logo Yazılım provides a broad range of functional solutions that support businesses across their end-to-end operations. These solutions include Human Resources Management and Payroll, Business Analytics and Reporting, Workflow Management, Warehouse Management Systems, Customer Relationship Management, Document Management, Field Sales Management, Treasury Management, and B2B Management.



Human Resources Management

İşletmeler amaçlarına erişip başarıya ulaşmak için Businesses rely on physical resources (e.g. raw materials and machinery), financial resources (e.g. capital and profitability), and human resources to achieve goals and sustain success. While all of these resources are critical, human capital stands out as the one with the greatest potential to create sustainable competitive advantage. People therefore play a central role in effective corporate management.

Logo Human Resources (HR) solutions bring all HR-related processes together within a single platform, making management simpler while delivering meaningful savings in both time and cost. From ensuring alignment with corporate culture to managing training and development, recruitment, performance evaluation, career and talent management, annual leave tracking, attendance control, data management, and payroll, all core HR processes can be monitored and managed seamlessly through Logo's HR solutions.

Logo Cloud HR

Logo Cloud HR allows businesses to manage their core human resources processes end to end in the cloud in the most efficient manner. Thanks to its cloud-based structure, it allows payroll and essential HR processes to be accessed anytime and from anywhere, providing HR teams and managers with greater flexibility and speed.

Logo Cloud HR can be deployed quickly and easily, without any installation or upfront investment costs. The service can be customized and scaled in line with business needs, and users can access the system whenever and wherever they choose. Server and security costs are covered by Logo Yazılım, ensuring that data is always securely protected. Through cloud technology, Logo Cloud HR remains continuously up to date, enabling businesses to adapt instantly to regulatory changes and operational innovations.

Logo Peoplise HR Solutions

Logo Peoplise offers integrated solutions that help large enterprises digitalize their human resources processes, from recruitment through to employee experience. Logo Peoplise solutions digitalize all critical stages, from candidate application and evaluation to onboarding and talent management, enabling organizations to adopt a people-centric approach rather than a purely process-driven one. Features such as video interviews, test management, assessment tools, automated recruitment workflows, and digital onboarding enhance the candidate and employee experience while increasing the operational efficiency of HR teams.

Today, Peoplise serves some of Türkiye's largest corporate brands, providing services to 166 organizations across 12 countries and in 14 different languages, and assumes the role of an HR consultant by transferring its expertise in human resources to its customers. Each year, more than five hundred thousand tests are conducted on the platform, and over one million candidates undergo organizations' talent management processes. As of year-end 2025, Peoplise's annual run rates decreased by 26% compared to 2024, reaching 970 thousand US dollars.

Business Analytics and Reporting

Business Analytics enables the effective analysis and reporting of data that is critical across all sectors for understanding consumer behavior and evaluating corporate performance. By rapidly and accurately processing data obtained from multiple sources, the Business Analytics portfolio strengthens organizations' decision-making mechanisms and provides businesses with the ability to access accurate information and respond quickly, delivering a high level of operational flexibility.

The Business Analytics portfolio of Logo Yazılım allows all data collected by organizations to be visualized, analyzed, and reported through data storytelling. Accessible via web and mobile applications, these solutions deliver real-time insights at critical moments, allowing businesses to develop future plans with greater confidence. By also automating budgeting processes, this portfolio enhances budget reliability while also contributing to improved financial outcomes.

Workflow Management

One of the most important ways to improve efficiency and, in turn, profitability in businesses is to optimize workflow processes. Logo Yazılım's Workflow Management solutions support the redesign and organization-wide standardization of workflows, helping to accelerate operations and enhance management quality. As workflows become more streamlined and systematic, roles and responsibilities are clarified for all employees, tasks are completed more quickly, and significant time and cost savings are achieved.

With Logo Flow, the Workflow Management solution offered by Logo, workflows can be managed more effectively through reportable workflow diagrams. Logo Flow also provides advantages such as easy authorization management, automatic task and personnel assignment, and centralized control. As a process tracking solution, Logo Flow enables fully digital process management, eliminating paper and printing costs. By digitizing approval workflows, approval tracking and management can also be carried out easily and efficiently.

Warehouse Management System

Warehouse Management System (WMS) supports the daily operational activities carried out within a warehouse. The warehouse management solutions offered by Logo Yazılım address the needs of a wide range of industries and are particularly designed to help resolve the challenges commonly faced by manufacturers and distributors operating in high-volume wholesale and retail environments. These solutions enable the centralized management of key tasks such as monitoring inventory levels and tracking storage locations. In addition, the software is fully integrated with all Logo ERP solutions and operates in a unified manner. As a result, all processes across the organization become interconnected, seamless, and efficient.



Customer Relations Management

Customer Relationship Management (CRM) solutions support new customer acquisition by reaching potential customers and enable more effective management of communication and processes with existing customers. Through CRM software, companies can manage customer relationships, sales, marketing, and other operational processes. These solutions enhance efficiency and effectiveness, allowing businesses to better understand customer needs and, in line with these insights, develop sales strategies and products.

Logo CRM organizes appointment, meeting, sales, quotation, business, and after-sales processes of closely connected teams such as sales, marketing, and customer relations. Thanks to its integration capabilities with other Logo solutions, Logo CRM brings a wide range of data together under a single, unified platform.

Logo Cloud Document Management

Logo Cloud Document Management enables the structured management, storage, and tracking of all corporate information, documents, and visual materials through defined workflows and channels. Thanks to its integration with all Logo ERP solutions, Logo Cloud HR, and Logo Flow, files and documents generated across different processes can be stored and managed easily within a single system. The solution also offers a range of additional features, including ready-to-use files and templates available during trial usage, as well as notification support.

Field Sales Management

For businesses carrying out field sales activities, the ability to centrally manage both hot and cold sales processes and to increase the efficiency of field teams plays a critical role in achieving sales targets. Developed with innovative mobile technologies, Logo Mobile Sales ensures that sales processes and every step of field operations are completed accurately, efficiently, and quickly. With its customer-centric infrastructure and user-friendly interfaces, Logo Mobile Sales helps businesses strengthen their competitive position.

Thanks to the solution's customized reporting capabilities, generated reports can be shared with customers, guiding sales teams toward more informed and effective sales decisions. The solution also enables coordination between warehouse and sales teams, allowing processes to be managed more reliably based on real-time inventory information. In addition, invoices can be printed anytime and anywhere during sales transactions using Bluetooth-connected printers. By enabling centralized route planning for sales teams and effective vehicle tracking, Logo Mobile Sales also contributes to reducing the costs of field sales operations.

Treasury Management

Treasury Management ensures that all financial transactions carried out with banks are kept up to date within the ERP system through automated data flows between the company's centrally used ERP systems and its banking partners. The Treasury Management solution, Logo Treasury Wizard, enables payments to be executed accurately and on time, while also minimizing user-related errors and delivering time savings and enhanced data security.

Logo Treasury Wizard includes account statement, payment, Direct Debit System (DBS), and POS modules. It provides significant time savings, particularly in banking payment and collection processes, and minimizes user-related data entry errors.

B2B Management

Logo's B2B Management solution operates in full integration with Logo ERP products, enabling seamless communication between dealers and headquarter, resulting in operational efficiency. Thanks to its customizable structure tailored to business needs, the solution allows end-to-end management of order and collection processes.

Dealers using Logo B2B can access the application via tablets and smartphones to place orders. Managing order processes online with automated approval mechanisms enables transactions to be carried out independently of time and location. As a result of these capabilities, businesses experience increased sales volumes and reduced operational costs.

Cloud-based Logo Cloud B2B solution is developed in line with the specific needs of businesses and integrates with other information systems. Its online structure allows users to place orders and generate reports anytime and anywhere. With Logo Cloud B2B, headquarters can view dealers' real-time inventory levels, current account statements, order statuses, and order histories. At the same time, dealers can monitor all relevant information and perform transactions through their own interfaces. Supported by a credit card payment infrastructure, Logo Cloud B2B enables the collection of order payments and outstanding invoices, ensuring comprehensive end-to-end management of order processes.



LEM

In today's world, software, technology, and the business dynamics associated with them are constantly evolving. For businesses, achieving long-term returns on software investments depends on keeping systems up to date and continuously enriching them with new features. This, in turn, increases the need for ongoing support equipped with current business and operational models that align with today's financial and managerial standards. In response to this need, Logo Yazılım offers the LEM (Logo Enterprise Membership) system, built on a foundation of mutual trust and long-term collaboration, tailored to user requirements.

LEM is a subscription-based system that allows users of current Logo products to benefit, free of charge for one year, from newly developed features, updates, and security enhancements that are not sold as separate modules. Through LEM, users gain access to the most up-to-date versions of their products, along with newly added functionalities, performance improvements, and enhanced security features.

Digital transformation services

Rapid globalization and structural transformation across the world are intensifying competition among businesses. In this highly competitive environment, companies need to develop diverse capabilities and manage them effectively. Within the scope of digital transformation, managing sales and distribution channels efficiently to maintain high levels of profitability and productivity has become a top priority. To keep pace with the speed of digital transformation, businesses must address both current and emerging needs in line with societal expectations and sector-specific requirements.

Logo Yazılım's expert project teams provide consulting and support services that enable solutions to be tailored and structured according to customer needs, while also offering integration development services.

Within the scope of its digital transformation services, Logo Yazılım carries out prominent projects in collaboration with leading organizations operating in sectors such as food, supply chain, telecommunications, chemicals, technology, energy, and construction.

eService Platform eLogo

eLogo, which began its journey as an integrator, has evolved into an eService platform offering industry-specific solutions in line with market dynamics and customer needs. As Türkiye's most preferred authorized private integrator, eLogo plays a leading role in organizations' digitalization journeys and delivers end-to-end digital solutions to its customers, drawing on Logo Yazılım's 41 years of industry experience. Through these solutions, eLogo helps businesses reduce paper, printing, archiving, labor, and distribution costs, ease operational workloads, accelerate financial processes, and ensure data security throughout their digital transformation journey. With its innovative and customer-centric approach, eLogo continuously monitors customer experience throughout the entire process.

Maintaining a strong presence in the field, eLogo reinforces its dynamism and innovative mindset with the expertise and reliability it inherits from Logo Yazılım. With a highly competent team specializing in training

and support, eLogo continues its efforts to strengthen its leading position by increasing customer value and preference. As a Revenue Administration-approved (GİB) service provider, eLogo offers e-Invoice, e-Archive, e-Ledger, e-Dispatch, and Archiving Services not only to users of Logo Yazılım's enterprise solutions but also to businesses using other enterprise software platforms. Its service portfolio also includes solutions such as e-Tab, e-Receipt for self-employed, and e-Producer Receipt. To raise awareness around e-Transformation, eLogo has carried out various communication activities across television, radio, digital media, and outdoor channels, providing regular updates in response to regulatory and legislative changes. By encouraging voluntary adoption of e-Transformation products and implementing mass transition projects, eLogo increased its customer base by 3% by the end of 2025, serving more than 217 thousand customers. As of the end of 2025, annual run rates (ARR) of e-Services rose by 27% compared to 2024, reaching 37 million USD.



Logo Financial Technologies: Open Banking and Embedded Finance Services

The growing demand for financial solutions driven by digitalization continues to create new opportunities for fintech companies. This trend supports the development of different industries within the fintech ecosystem and enables their expansion on a global scale, strengthening the concept of competitiveness. In this context, the recent reinforcement of collaborative competition has given rise to the concept of the Fintech Cube (F-CUBE). In recent years, a “strength through collaboration” approach has become increasingly visible, demonstrating that the ecosystem enables multiple value propositions to be delivered together through cooperation among its participants.

Within this framework, Logo has implemented numerous projects in the fields of banking and financial eServices in recent years and, as of 2025, has positioned Logo Financial Technologies as a separate business segment within the organization. Advancing steadily toward its goal of becoming the leading provider of embedded finance solutions in the B2B segment in Türkiye, Logo Financial Technologies delivers solutions that enhance operational efficiency and generate value from data. Through its open banking platform, collection solutions, and financing applications, Logo Financial Technologies aims to serve not only the Logo ecosystem but also existing and potential customers that do not use Logo ERP solutions.

Online account statement application

eLogo Online Account Statement Application is an innovative fintech solution that enables companies to consolidate and monitor their bank accounts through a single platform, reducing operational workload and transaction complexity. Throughout 2025, the application continued to create value for businesses with newly introduced feature sets. Developed in-house by eLogo, the application offers the following capabilities:

- **Online Account Statement (OAS) Module:** Bank, branch, and account-based balances can be viewed on a single screen in the desired currency, while account transactions from integrated banks are transferred in real time and can be easily monitored. Thanks to direct integration with Logo ERP, account movements are automatically saved to accounting records and receivable/payable tracking is performed simultaneously. Commercial credit card transactions can also be viewed on a single

screen, automatically transferred to Logo ERP, and fully accounted for without manual intervention. This functionality stands out as an innovative feature introduced for the first time in Türkiye through the Visa–Logo Financial Technologies collaboration.

- **Money Transfer Module:** Through this module, companies can execute EFT, wire transfer, and FAST transactions quickly, securely, and in compliance with regulatory requirements from a single platform. This eliminates the need to switch between different banking channels and significantly streamlines operational processes.
- **DBS (Direct Debit System) Module:** Supplier payments are centrally managed, with limit and risk monitoring conducted through a single interface. DBS instructions are generated automatically, helping optimize cash flow management.
- **POS Transfer Module:** Authorization, collection, and deduction data received from POS devices across different banks are consolidated on a single platform. Daily reconciliation processes are accelerated, and direct integration with Logo ERP ensures fully automated and error-free accounting.

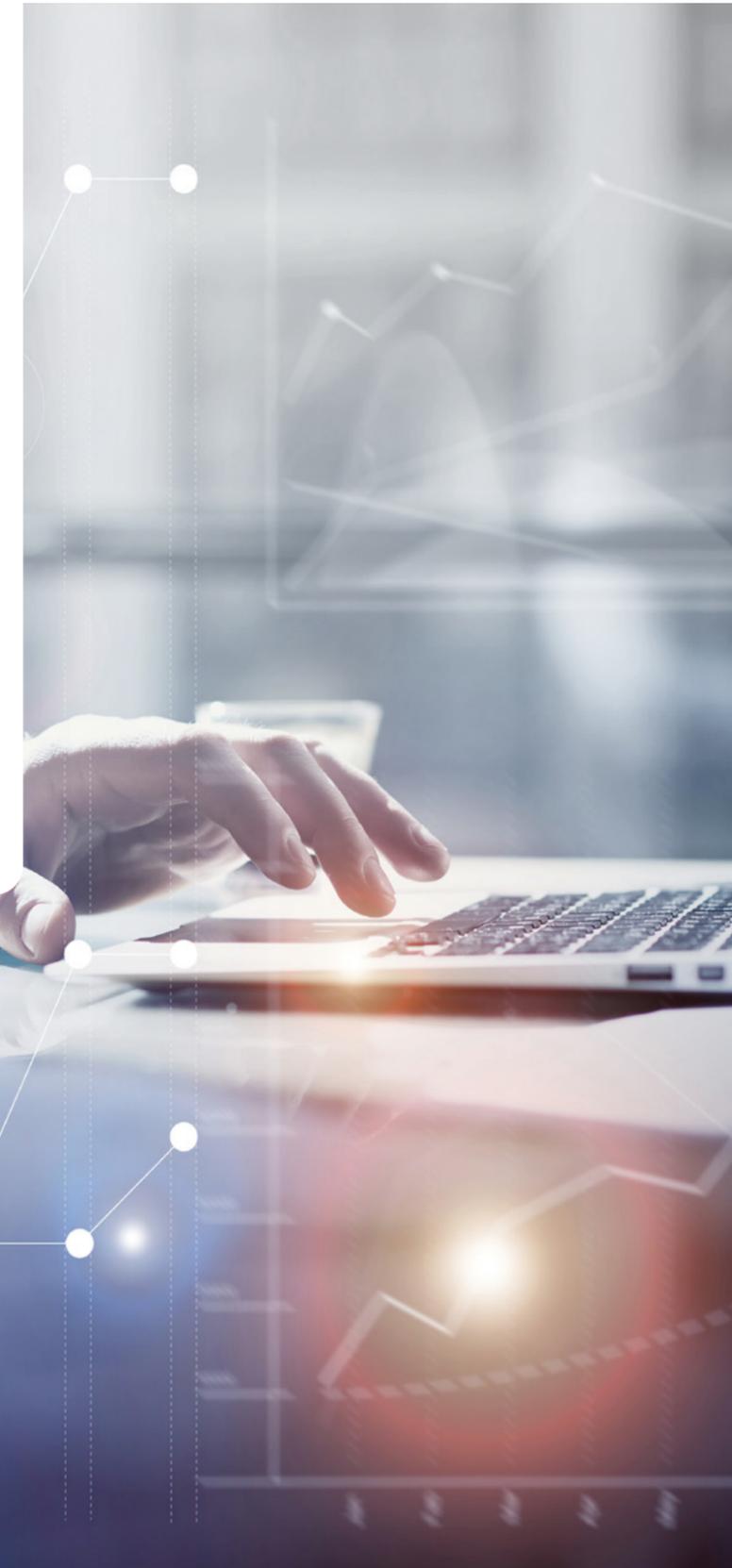
By enabling these modules to operate together, eLogo Online Account Statement Application allows all financial processes to be managed through a single platform. As of year-end, the application was integrated with more than 20 banks, including Türkiye’s largest private and public banks. The solution is available to users of Logo products that support app-based technologies. In 2025, compatibility with web and mobile platforms expanded the range of targeted user personas and marked a significant step toward greater financial inclusion.

Cash flow management applications

Logo Financial Technologies supports the improvement of cash flow management through a range of solutions across payment and collection infrastructures, including e-Collection, Secure Financial Applications/SoftPOS, and invoice financing, while also taking an active role in various ecosystem-based solutions. Through the Invoice Financing solution developed in cooperation between Logo Financial Technologies and İş Bank, users of eLogo e-Invoice can convert their deferred e-Invoices into financing quickly and under favorable conditions. With this integration, users can submit their invoices to İş Bank directly via eLogo with a single click and instantly request financing.

Thanks to this integration, companies can create financing requests directly from their e-invoices, access favorable offers provided by İş Bank, and convert their receivables into cash within a short period of time. Continuing its uninterrupted efforts in banking and financial services, Logo Financial Technologies also aims to contribute to the financing solutions ecosystem through e-Document transfer projects (e-Invoice/e-Ledger) and built-in ERP credit offer configurations. In this context, the e-Document Transfer solution developed by Logo Financial Technologies enables businesses, with their explicit consent, to share Revenue Administration–approved (GİB) commercial documents such as e-Invoices and e-Ledgers with relevant financial institutions for credit evaluation purposes. This solution is offered in collaboration with Türkiye’s leading banks. In parallel, preparatory work continues on projects that will operate within Logo ERP solutions, including “apply for credit” scenarios that allow businesses to anticipate periods in which additional financing may be required based on their receivables and payables balance, and to proactively initiate financing processes.

Logo continues to deliver solutions that accelerate, simplify, and enhance the efficiency of its customers’ financial processes. Drawing on the strong expertise and support of the Logo brand, Logo Financial Technologies continues to add value to the fintech sector by maintaining the highest security standards and making ongoing infrastructure investments to increase transaction capacity.





Retail solutions

Retail companies need effective, high-performance, and versatile solutions to deliver a seamless shopping experience wherever their customers are. Technology plays a critical role in making the customer journey easier and more convenient. To address the evolving needs and increasingly diverse expectations of the retail sector, Logo Yazılım offers fast and efficient solutions equipped with the latest technologies. Logo Yazılım's retail solutions are designed to meet the needs of retail businesses of all sizes, whether operating a single store or managing multi-branch operations. With advanced features, these solutions enable real-time management of multiple processes through cloud. Developed specifically for the retail sector, the solutions cover end-to-end operations and focus on increasing customer satisfaction and, in turn, profitability. By leveraging cloud technology, businesses eliminate the need for investments in terminals, servers, security software, backup systems, database setup, maintenance and support services, and various software licenses. Integrated with solutions such as Enterprise Resource Planning (ERP) and Customer Relationship Management (CRM), as well as payment systems, e-campaigns, and warranty management tools, Logo Retail Solutions create a robust data infrastructure and an ecosystem that enables efficient management of all processes. As of the end of 2025, Retail Solutions reached 118 customers across 8,7 thousand customer locations. Annual run rate (ARR) of Retail Solutions increased by 12% compared to 2024, reaching 5,1 million USD.

Diva Retail Mobile

Diva Retail Mobile Sales, Türkiye's first cloud-based mobile retail solution, delivers a seamless customer experience across all sales channels by enabling real-time management of multiple processes through cloud with its advanced features. As an alternative to traditional checkout payments, the application allows customers to shop both inside and outside the store using physical credit cards, strengthening the overall customer experience. Whether in-store or off-site, customers can receive their products immediately and complete payments instantly using credit cards. The platform also supports new payment methods such as QR payments, payment via links, and device-based payments, offering a fast and innovative experience tailored to digitally savvy customers who are highly accustomed to digital applications.

Diva Retail Self Checkout

Self-checkout systems, which have traditionally been used primarily in large supermarkets in Türkiye, have begun to be offered to different segments of the retail sector through the Diva Retail Self-Checkout application. With this capability, it stands out as Türkiye's first modern self-checkout solution supported by cloud platform technology and designed for use beyond large supermarket environments. As Logo Yazılım's platform can also be delivered through major global cloud service providers, Diva Retail Self-Checkout application has the potential to be used on a global scale. Offered as a solution aligned with today's retail concepts, cloud-based Logo Diva Retail Self-Checkout application enables customers to complete their shopping transactions independently without waiting in line, delivering a seamless and efficient shopping experience.

Ecosystem solutions approved by Logo

Logo-approved ecosystem solutions are a family of solutions developed by solution partners with the approval of Logo Yazılım, tailored to the specific needs of businesses and designed to increase efficiency and deliver time savings across business processes. These solutions offer solution development partners the advantage of full integration with Logo products, publication of the developed solutions on Logo's website, and participation in the Logo partner network covering the entire country.

Licensed by Logo Yazılım, these solutions can be deployed on-premise, cloud-based, or under a subscription-based model, all backed by the assurance of Logo Yazılım.

Developed to address a wide range of needs and create tangible value in digital transformation, Logo-approved ecosystem solutions portfolio includes a total of 16 solutions covering areas such as data backup, cafe and restaurant management, bank account management, intercompany data transfer, warehouse process management, technical service management, e-commerce and marketplace integration, document management, fuel station management, cargo integration, expense management, online project and construction site management, AI-based payroll management, and retail sales management.





Logo Yazılım's awards and distinctions

For 41 years, Logo Yazılım has focused on enhancing customer experience through its products and helping customers work more efficiently. In 2025, Logo Yazılım received 25 awards and recognitions across 15 different award programs in acknowledgment of its industry contributions.

TURKEY 125 – Türkiye’s Strongest and Most Valuable Brands Report 2025

Logo Yazılım was recognized among the leading brands in the Information Technology category of the “TURKEY 125 – Türkiye’s Strongest and Most Valuable Brands 2025” list prepared by the international independent brand valuation organization Brand Finance. According to the “Türkiye’s Most Valuable Brands” study conducted by Brand Finance, Logo Yazılım ranked 76th in 2025.

IT 500 Plus - Türkiye’s Top 500 Informatics Companies Survey

According to the results of the IT 500 Plus – Türkiye’s Top 500 Informatics Companies Survey organized annually by BT Haber, Logo Yazılım maintained its record of success for the eighth consecutive year. Within the Türkiye-Based Manufacturer category, the Company ranked first in the “ERP Software of the Year,” “e-Invoice, e-Ledger and e-Archive Services of the Year,” “Human Resources Software of the Year,” and “Kocaeli Companies” categories, and also received the “Special Award for Contribution to the Turkish Economy: R&D Investment of the Year”.

R&D 500

Logo Yazılım was listed as Türkiye’s leading software company in the R&D 500 ranking prepared by Turkishtime Magazine based on companies’ R&D expenditures in 2024.

Fortune Türkiye C-Suite Series - 50 Technology Leaders List

Logo Group CTO İsmail Duran was included for the fifth time in the “Fortune Türkiye C-Suite Series – 50 Technology Leaders” list published by Fortune Türkiye.

Fast Company Türkiye Digital CMO 50 List

Logo Group CMO Begüm Arş Türk was included for the fifth time in the “Fast Company Türkiye – Digital CMO 50” list, which brings together marketing leaders aiming to showcase the achievements of Türkiye’s next-generation marketing professionals and provide a shared platform for exchange.

The Hammers Awards

At The Hammers Awards, recognized as the first and only awards ceremony in Türkiye dedicated to measuring the success of marketing teams, Logo Yazılım Marketing Team received Gold Awards in the “Best Marketing Team in B2B” and “Best Marketing Team in the Information Technologies and Technology Sector” categories.

Fast Company Türkiye Digital 100 List

Fast Company Magazine published the Digital 100 list for the sixth time, recognizing leaders who shape technology investment and digital transformation in the business world. Selected through a voting process conducted by a grand jury, the list once again included Tuğrul Tekbulut, Logo Yazılım Chairman of the Board.

Türkiye’s 50 Most Innovative Companies

Logo Yazılım was once again included this year among “Türkiye’s 50 Most Innovative Companies” in the research conducted by Fast Company Magazine.



OSB Stars Research

Logo Yazılım was once again honored in 2025 in the “Company with the Highest R&D Expenditure in Organized Industrial Zones” category of the OSB Stars Research organized by Organized Industrial Zones Supervisory Organization (OSBÜK), ranking among companies operating across organized industrial zones throughout Türkiye. In addition, the Company received awards in six different categories

Stevie Awards 2025

At the 2025 Middle East & North Africa Stevie Awards, Logo Yazılım received a Gold Award in the “Innovation in Technology Management, Planning and Implementation” category for the Advanced Campaign Platform of Logo Diva RETAIL.

7. CX Awards Türkiye

eLogo was awarded the Customer Experience Award for the third consecutive time at the 7th CX Awards Turkey®, one of Türkiye’s most prestigious customer experience awards programs.

GOSB Technopark Success Awards

In the awards program organized by GOSB Technopark to recognize successful companies based on 2024 data, Logo Yazılım ranked first in the “Number of Domestic and International Projects” category.

Future of CIO & Awards 2025

Uğur Nuri Sipahi, Logo Group CIO (2025), was awarded in the Technology Awards category within the scope of the Future of CIO & Awards, organized in collaboration with CXO Media and FUTURE OF Consultancy.

Tech Export Türkiye Summit 2025

At the awards ceremony held as part of the Tech Export Türkiye Summit 2025, organized by the Software and IT Services Committee of the Service Exporters’ Association, Logo Yazılım received the Export Success Award in the “Collaboration-Driven Exports” category.

Great Place to Work® Great Place to Work®

In the program conducted in Türkiye to assess employees’ experiences of organizational culture, Logo Yazılım met the criteria for a high-trust workplace and earned the “Great Place to Work®” certification, securing a place on the “Türkiye’s Best Employers 2024” list. The Company was also included in the “Best Workplaces for Millennials™ 2024” list, recognizing organizations that offer an outstanding workplace experience for younger generations; the “Best Workplaces for Women™ 2024” list, highlighting organizations that provide an inclusive and supportive workplace experience for women through their diversity and inclusion approach; and the “Best Employers in the Technology Sector™ 2024” list.

The Stevie Awards For Great Employers

At The Stevie Awards for Great Employers, Logo Yazılım received the award in the “Talent Acquisition & Retention Solution Provider of the Year” category for its Peoplise Casebot, an AI-powered online case analysis solution.



Value creation focused approach

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ESG management

At Logo Yazılım, the monitoring of the sustainability strategy and the integration of these strategies into company's operations are carried out with strong leadership at senior management level. In this context, the Board of Directors' Corporate Governance Committee oversees sustainability-related efforts, while the activities are led by the Sustainability Committee, which is composed of executives reporting directly to the CEO.

The Sustainability Committee is responsible for critical tasks such as the assessment of ESG risks and opportunities, monitoring and analyzing sector-specific ESG agendas, defining and developing the Company's ESG strategy, setting ESG targets, implementing related projects, and overseeing the communication and assessment of ESG performance.

The Sustainability Committee is chaired by the CFO. Committee members include the CTO, CIO, CMO, General Manager of Logo Türkiye, People and Organizational Development Director, Artificial Intelligence Transformation Director, and Strategy Director. The Sustainability Committee convenes at least once a year to review updates related to sustainability focus areas and to determine related actions. In 2025, the Committee's key focus areas included the potential impact of developments in EU and local sustainability reporting regulations on the Company and the related preparatory efforts, the enhancement of internal and external sustainability communications, and the assessment of areas for improvement across ESG dimensions. The Environmental Committee and the Diversity and Inclusion Committee, which operate as subcommittees of the Sustainability Committee, evaluated developments in 2025 and identified forward-looking areas for improvement.

In the implementation of ESG-related decisions, agile Working Groups composed of team members from the Investor Relations and Sustainability, Marketing,

Corporate Brand and Communications, People and Organizational Transformation, and Information Technologies and Business Processes units support the Committee. Activities carried out within the scope of ESG initiatives are reported to the Board of Directors at least once a year.

To ensure coordination on ESG-related matters, the Sustainability unit operating under the Investor Relations and Sustainability Directorate, which reports to the CFO, carried out major projects aligned with strategic objectives in 2025, in addition to its routine operations. These projects included the publication of the 2024 TSRS (Türkiye Sustainability Reporting Standards)-compliant Sustainability Report, the updating of ESG risks, the conduct of scenario analyses for climate risks, the audit and assurance of selected environmental sustainability data, and the execution of studies related to the action plan for the emissions reduction target.

The Audit Committee, which reports findings and recommendations regarding the compliance of company activities with legislation and internal regulations, also reports ESG-related matters to the Board of Directors. Issues requiring the Board's information or approval are submitted by the Logo Group Committee, and matters approved by the Board are completed within the scope of defined authorities and responsibilities. All these responsibilities are carried out in line with rules governing the allocation of authority and duties and

process management related to occupational health and safety, business ethics, and environmental matters.

Logo Yazılım observes compliance with the Capital Markets Board of Türkiye (CMB) Sustainability Principles Compliance Framework. Detailed disclosures are provided in the **Sustainability Principles Compliance Statement** and the Sustainability Principles Compliance Report sections of this report.

Logo Yazılım discloses its environmental, social, and governance information on the LSEG ESG, S&P CSA, and CDP Disclosure platforms. As a result of its ESG performance, the Company has been included in the Borsa İstanbul (BIST) Sustainability Index for nine consecutive years since joining on a voluntary basis in 2017. According to the LSEG assessment methodology adopted by BIST as of 2021, Logo Yazılım's score based on 2024 data was A-. Based on S&P's Global CSA scoring using 2024 data, Logo Yazılım ranked within the top 13% of the global software sector in 2025. In addition, after reporting to CDP for the first time in 2024 and receiving a B- score, Logo Yazılım improved its performance in 2025 and was rated B in the CDP Climate Change program.





Materiality at Logo Yazılım

Logo Yazılım regularly monitors economic, environmental, social, and corporate governance issues that have a significant impact on its operations and are important in terms of meeting the expectations and requirements of all stakeholders in its ecosystem.

The process of determining Logo Yazılım's material issues is conducted through workshops and surveys involving the Top Management, the Sustainability Committee, and the participation of key stakeholders. Accordingly, stakeholder analysis studies have been conducted since 2017, in connection with the expectations of different stakeholder groups.

Following the last stakeholder analysis conducted in 2023, Logo Yazılım identified its material issues by examining global and sectoral trends, gathering stakeholder opinions, and obtaining approval from top management. Within the scope of the Materiality Analysis conducted in 2023, a four-step process that covers trend and external environmental analysis, preparation and supporting studies, stakeholder analysis and a materiality survey was executed with the assistance of an independent consulting firm specializing in the field, resulting in comprehensive outputs and analysis.

1. Trends and external environment analysis

The initial step in the prioritization studies involved examining and analyzing assessments set globally and sector-specifically by organizations such as the United Nations Sustainable Development Goals, Sustainability Accounting Standards Board (SASB), Digital Europe, World Economic Forum (WEF), S&P, and MSCI. The results obtained through a literature review, including assessments focused on global trends, sectoral developments, and current regulatory expectations, have shaped the list of material issues. The list of material issues has also been reviewed in alignment with Logo Yazılım's strategy, management approach, and ecosystem-focused perspective.

2. Preparatory and supportive studies

A "Corporate Sustainability webinar" was conducted for company employees before the prioritization survey. During the webinar, employees received information about the organization's sustainability agenda and the significance of sustainability within the organization, along with informative explanations about the prioritization survey process.

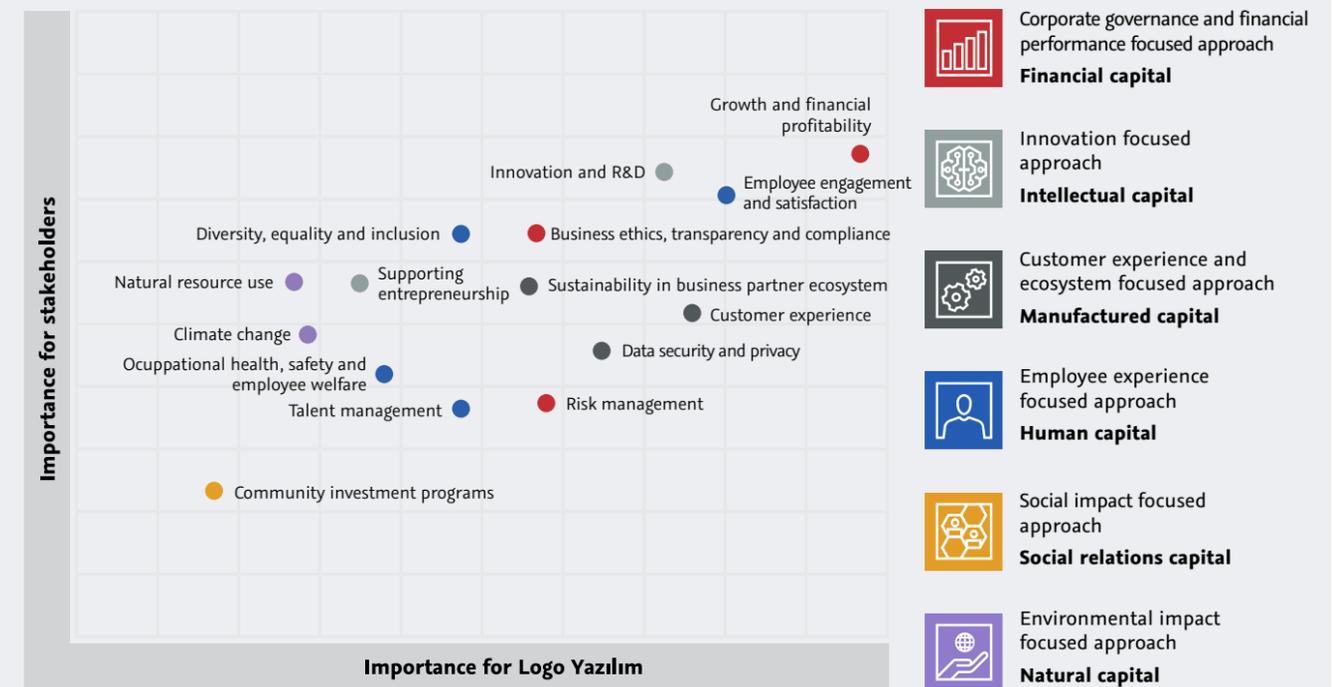
3. Stakeholder analysis and materiality survey

Logo conducted an online materiality survey to obtain the opinions of eight main stakeholder groups: employees in Türkiye and abroad, business partners, customers, shareholders, financial analysts, suppliers, non-governmental organizations and universities. A materiality workshop was conducted through the Logo Leaders Platform to gather management opinions. Within the scope of the workshop, industry trends in sustainability were also assessed, and the position of sustainability in the company's strategy was reviewed.

4. Outputs and analysis

A total of 325 responses were collected within the scope of the survey communicated to over 2,290 internal and external stakeholders of Logo. In light of the management assessment and the responses received from all stakeholders, consolidated answers have been assessed with Logo Sustainability Committee and the Material Issues Matrix has been approved.

Material issues matrix



Material issues based on stakeholder groups

Within the scope of the Logo Yazılım Materiality Survey, the top three issues that stakeholder groups prioritize are listed below.

Customers	Business Partners	Employees	Investors
1 Growth and financial profitability	1 Growth and financial profitability	1 Growth and financial profitability	1 Growth and financial profitability
2 Data security and privacy	2 Innovation and R&D	2 Employee engagement and satisfaction	2 Business ethics, transparency and compliance
3 Risk management	3 Sustainability in the business partners ecosystem	3 Innovation and R&D	3 Natural resource use
Financial analysts	Suppliers	Non-governmental organizations	Universities
1 Growth and financial profitability	1 Innovation and R&D	1 Employee engagement and satisfaction	1 Innovation and R&D
2 Diversity, equality and inclusion	2 Growth and financial profitability	2 Diversity, equality and inclusion	2 Employee engagement and satisfaction
3 Employee engagement and satisfaction	3 Data security and privacy	3 Innovation and R&D	3 Diversity, equality and inclusion

Within the scope of the materiality survey conducted in 2023, both internal and external stakeholders were asked to evaluate Logo Yazılım's performance in sustainability-related issues on a five-point scale. In this context, out of a total of 309 participants who responded to the relevant question, 72.5% rated Logo Yazılım's sustainability performance as 4 or higher on the five-point scale.



Contribution to the software ecosystem and digitalization of the economy

Logo Yazılım prioritizes the sustainability of the sector to support the development of the software ecosystem. With an impact extending across a broad stakeholder ecosystem that includes customers, business partners, employees, investors, and society at large, the Company supports local talent in line with digital transformation trends and contributes to the development of innovative and proprietary technologies.

By leading the sector through its projects and best-practice applications, Logo Yazılım helps shape the digitalization of the economy and plays a key role in strengthening companies' digital transformation capabilities. Through the development of innovative and scalable digital solutions, the Company creates added value across the ecosystem it influences. Taking into account the unique dynamics of each organization and contemporary management practices, Logo Yazılım delivers enterprise solutions for companies of all sizes, from micro enterprises to large corporations. These digital solutions, focused on enhancing productivity and profitability, aim to transform value chains and create new market-oriented channels.

Logo Yazılım's contribution to the Turkish economy and the software ecosystem were examined in the 40th Anniversary Economic Impact Analysis study conducted by the Policy Analytic Lab (PAL).

Econometric analyses carried out within the scope of the study highlight notable productivity gains among companies using Logo ERP, as reflected in positive momentum in real net sales and gross profit per employee. In the three years prior to adopting Logo ERP, differences in net sales per employee between these companies and comparable peers followed a similar trajectory, at 2.8%, 1.6%, and 3.0%, respectively. In the three years following the adoption of Logo ERP, net sales per employee increased by 3.3%, 9.8%, and 9.7%, respectively. In the SME segment, this difference reached

approximately 8% by the third year, while in the trade sector it rose to as high as 13%.

Logo Yazılım's end-to-end product and services portfolio supports improvements in customers' business processes and strengthens their financial resilience, while also facilitating digitalization and institutionalization efforts that contribute to long-term, sustainable success.

The study also assessed the transformative impact of Logo Yazılım on its business partners, which represent the most critical stakeholder group within its ecosystem. Logo Yazılım business partners make measurable progress in their corporate development journeys through their collaboration with Logo Yazılım. This transformation enables customers using Logo solutions to receive higher-quality support throughout their digitalization processes, while also contributing to the advancement of intermediary service providers within the information technology sector. According to the survey conducted as part of the study, 83% of business partners working with Logo Yazılım stated that their collaboration with the Company enhanced their software and systems engineering capabilities, while 72% reported an increase in research and development and innovation activities. In addition to strengthening skills and competencies, this collaboration also supports business partners in building industry reputation and achieving sustainable growth.

At the same time, annual brand and sector perception surveys indicate that awareness of the benefits delivered by software companies and business software solutions remains limited, and that public understanding of how work can be carried out more easily, efficiently, and through alternative digital methods is low. In response, Logo Yazılım plays an active role in shaping digital transformation and undertakes initiatives to raise societal awareness of information technologies.

The Company expands its impact by organizing events and talks on digital transformation in collaboration with sector stakeholders. In 2025, Logo Yazılım participated in dozens of events and panel discussions, reaching thousands of individuals through these events. In addition, the Company organized webinars on product and service updates as well as frequently asked topics, ensuring that its business partners and customers remain up to date.



Logo Yazılım's 40th Anniversary Exhibition

Logo Yazılım celebrated the 40th anniversary of its establishment, reached in 2024, with a dedicated exhibition held in 2025. As a company that has played a pioneering role in fostering entrepreneurship and driving innovation in Türkiye, Logo Yazılım organized the exhibition titled "From Dream to Reality: 40 Years of Logo Yazılım" to share its inspiring journey with younger generations. Hosted at the **Tophane-i Âmire Culture and Arts Center** between **May 6 and June 5, 2025**, the exhibition presented Logo Yazılım's evolution from its establishment to the present day, while also reflecting the major technological transformations and broader social developments experienced over the same period. On this journey into the roots of Logo Yazılım's corporate culture, visitors were presented with the evolution of a software company shaped by technology, perseverance, a people-focused approach, and strong ethical values.

Logo Yazılım establishes partnerships with leading organizations across the sector, including numerous national and international non-governmental organizations, to support the development of the software ecosystem. Through its active participation in the Software Committee of the Service Exporters' Association, the Company develops initiatives and projects that contribute to Türkiye's software exports.

Logo Yazılım actively contributes to initiatives that support Türkiye's development across a wide range of areas through its executives, who serve in leadership roles within numerous non-governmental organizations, including TÜBISAD, TOBB, TOSYÖV, Informatics Foundation of Türkiye, Informatics Association of Türkiye, and YASAD,. Logo Yazılım supports SMEs by participating in TOBB's "Smart SME" initiative, enabling businesses to manage and grow their operations effectively through the use of digital technologies and approaches. Through the Smart SME digital platform, the Company supports SMEs' digitalization journeys by offering practical guidance and insights that simplify business processes. In 2025, Logo Yazılım continued to bring its solutions directly to SMEs through the Digital Transformation Conferences organized by the Smart SME Platform in Adana, Diyarbakır, Trabzon, Sakarya, Denizli, and Mersin. Beyond Türkiye, the Company sustained its international engagement by participating in GITEX Europe 2025 in Germany, the Software and IT Services Trade Delegation in Kazakhstan, and the Data, ERP, and Artificial Intelligence Summit in Azerbaijan.

One of Logo Yazılım's most significant contributions to the sector is its long-standing role in supporting the development of a skilled workforce in the software industry since the 1980s. By nurturing technology-focused talent at both local and global levels, the Company contributes to the efficient growth and development of Türkiye's technology ecosystem.

With the aim of strengthening digital capabilities across society, Logo Yazılım delivers training programs and invests in the development of professionals with expertise in digital technologies and software. These efforts focus on training specialists in Logo solutions, enhancing the competencies of employees at companies using Logo products, and enabling participants to translate these skills effectively into their day-to-day business processes.



In this context, training programs are designed for all Logo users, Logo Business Partners, and prospective Logo Experts who seek to enhance their skills.

Delivered by experienced and specialized instructors, these programs provide participants with both in-depth knowledge of Logo solutions and opportunities for personal development. A total of 1,489 participants took part in 64 live training sessions offered to business partners, with an average satisfaction score of 4.07 out of 5.0. Established in 2012 with the goal of building a qualified talent pipeline for the information technology sector, Logo Academy Learning and Development Unit provides training to Logo business partners, as well as university, high school, and vocational school students.

In 2025, Logo Academy launched its training activities under the **NextGeneration** Development Program with its first group of 50 participants, comprising second-generation representatives aged 20 to 26 from Logo business partners operating as family-owned companies. Through this initiative, Logo Yazılım has made a long-term investment in the future talent of its ecosystem. Following the graduation, the Company aims to expand the program with new group of participants, building a sustainable pool of skilled professionals over time.



In 2025, as a part of the NextGeneration project in-person and online training programs were launched with the **first group of 50** second generation representatives from Logo business partners

Logo Academy collaborates with universities, vocational schools, and private education institutions and continues to support the Qualified IT Specialist Training Program led by İŞKUR, operating under the Ministry of Family, Labor, and Social Services of the Republic of Türkiye.

Through its projects and initiatives, Logo Yazılım aims to contribute to the digital economy and lead the sustainable transformation of its ecosystem, while ensuring that the value it creates is sustained through strong collaboration with its stakeholders. In this context, value is generated for all stakeholders across the Company's operations, supporting both the development of the software ecosystem and the digitalization of the economy. Logo Yazılım defines value creation through six focus areas structured under an integrated approach.



Corporate governance and financial performance–focused approach: Financial capital



Financial capital

Logo Yazılım aims to maximize the value it creates through the effective use of its financial capital. By combining its operations and ecosystem with a strong financial structure and a prudent management approach, the Company supports sustainable and profitable growth. In this context, as Türkiye's largest publicly listed domestic software company, Logo Yazılım maintained its strong performance in 2025, recording sales revenues of TL 5.8 billion, consolidated net profit of TL 1.5 billion, and EBITDA of TL 2.0 billion, successfully closing the year. Within the scope of economic value distributed to stakeholders, gross dividends paid to shareholders amounted to TL 554 million, while cash donations totaled TL 6,639,135.63. In addition, thanks to its governance approach based on fairness, responsibility, transparency, and accountability across all stages of its operations and activities, Logo Yazılım achieved a Corporate Governance Compliance rating of 9.5 out of 10.0.

Contributed stakeholders

- Customers
- Business partners
- Employees
- Investors
- Society

Innovation-focused approach: Intellectual capital



Intellectual capital

Logo Yazılım continues to develop innovative and sustainable products and services that provide customers with speed, ease of use, and efficiency, enabling them to stand out in an increasingly competitive environment. Leveraging its strong technology infrastructure, R&D centers, and sector expertise, the Company maintains a needs-based product development capability aligned with customer requirements. In this context, development efforts related to its Platform as a Service (PaaS) offering continued, increasing the number of cloud-based microservices to 45, while enabling the use of innovative technologies such as artificial intelligence and blockchain within internal processes. In addition, 4,647 new features were added to the Company's products in 2025. With an ecosystem comprising more than 1,000 business partners, Logo Yazılım delivers end-to-end solutions across all sectors through integrated applications developed by its partners. As Türkiye's largest independent domestic software company, Logo Yazılım's intellectual property rights form an integral part of its strong and sustainable value creation model.

Contributed stakeholders

- Customers
- Business partners
- Employees
- Suppliers
- Non-governmental organizations
- Universities



Customer experience and ecosystem focused approach: Manufactured capital



Manufactured capital

Logo Yazılım places its more than 230,000 customers at the center of all its activities and designs its products and processes from the customer's perspective. By continuously enhancing its technological infrastructure to deliver a seamless, satisfaction-focused customer experience, the Company builds sustainable, long-term relationships with its customers through an adaptive engagement model. By actively listening to customer needs across multiple channels and maintaining the capability to respond effectively to expectations, Logo Yazılım continues to develop appropriate solutions while sustaining open, transparent, responsible, and strong stakeholder relationships throughout its ecosystem.

Based on customer feedback, the satisfaction score for the services provided by Logo Türkiye's support teams was recorded at 4.27. In addition, more than 44,000 new customers were acquired on a consolidated basis in 2025.

With its ecosystem-focused approach, Logo Yazılım prioritizes data and information security and continues to take measures to minimize related risks across the solutions it develops for its customers.

Contributed stakeholders



Employee experience focused approach: Human capital



Human capital

Logo Yazılım provides its more than 900 employees with a development-oriented work environment shaped by equal opportunity and diversity. Bringing together employees with diverse backgrounds, experiences, perspectives, and skills strengthens the Company and fosters a more innovative organizational structure. Logo Yazılım embraces a workplace culture in which employees take pride and satisfaction in being part of the Company. Women represent 43% of the total workforce, while the share of women in senior management stands at 38%. To lead the digital transformation of the business world, Logo Yazılım focuses on transforming its human capital and next-generation workforce, investing in the future of both its employees and young talent across the sector as part of its digital transformation journey. In 2025, a total of 27,688.6 training hours were delivered across Logo Yazılım's Türkiye operations, corresponding to an average of 29.7 training hours per employee. As part of internship programs designed to attract young talent to the software sector, 2 full-time and 18 part-time employees were hired. Reflecting its people-centered approach, the most recent Employee Engagement Survey conducted in 2023 reported an engagement score of 86% among employees in Logo Türkiye. Scores across sub-indices, including employee engagement, the Employee Value Proposition (EVP), and wellbeing, also exceeded 85%.

Contributed stakeholders



Social impact focused approach: Social capital



Social relations capital

Logo Yazılım has been contributing directly and indirectly to sustainable development to date through its impact-driven perspective. Guided by a voluntary approach, the Company creates social value through its investments in entrepreneurship and innovation, as well as through the corporate social responsibility projects it develops. With the aim of supporting children, who represent the future of the country, in becoming a generation that produces technology, Logo Yazılım launched the "Dream Coders" project and has reached more than 10,000 students since 2019. Logo Yazılım works to promote equal opportunity for disadvantaged groups through its education-focused initiatives, recognizing education as one of the most effective ways to address income inequality in the digital age. As a result of these social initiatives, Logo Yazılım continues to record positive outcomes each year in brand reputation and awareness surveys.

Contributed stakeholders



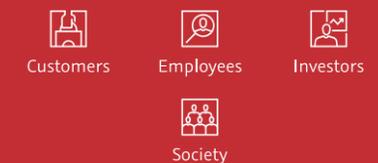
Environmental impact focused approach: Natural capital



Natural capital

Logo Yazılım supports its customers in managing their operations in a sustainable and efficient manner by developing products and services that respond to the needs of the business world as it transitions toward a low-carbon economy. Within its own operations, the Company mitigates its environmental impact through environmental management systems and projects that promote the responsible use of natural resources.

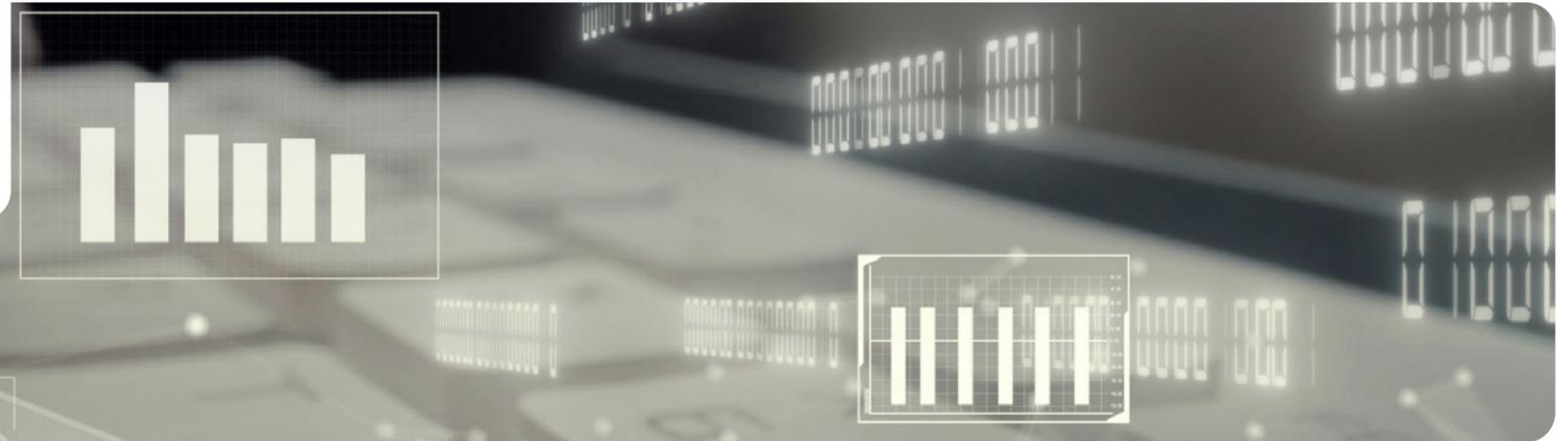
Contributed stakeholders



Logo Yazılım creates added value for all its stakeholders across its entire value chain through its responsible business approach and integrated thinking. The value generated for stakeholders through this integrated thinking approach is reflected in the Company's integrated value creation model, which is structured around six capital elements and their associated focus areas and priority topics, and is assessed through Logo Yazılım's contribution to the software ecosystem and the digitalization of the economy.



Logo Yazılım's impact across the value chain



	Upstream activities	Operations	Downstream activities	Downstream activities	
Impact created	<p>Suppliers</p> <ul style="list-style-type: none"> • Collaboration with leading local and global suppliers • Long-term and value-driven supplier relationships • Innovative contributions to the digital ecosystem • Creation of economic value and employment • Ensuring the security and continuity of critical infrastructure services in the field of information technologies 	<p>Operations</p> <ul style="list-style-type: none"> • Customer satisfaction through innovative products and services • Continuous improvement supported by R&D • Continuous improvement and increased efficiency across all stakeholders • Ensuring transparency and adaptability across all stakeholders • Enhancing knowledge sharing and collaboration through open-source technologies • Rapid adaptation to technological change through increased adaptability • Alignment with customer needs through feedback mechanisms 	<p>Business partners</p> <ul style="list-style-type: none"> • Development of business partners' capabilities, R&D, and innovation capacity • Strengthening business partners' institutionalization and competitiveness • Enhancement of business partners' reputation and their advantage in attracting qualified talent 	<p>Customers</p> <ul style="list-style-type: none"> • Efficient use of resources and optimization of operational processes • Improvements in cost structures • Positive increases in net sales and gross profit per employee • Acceleration of digitalization and institutionalization • Expansion of market share and workforce development • Increased efficiency among companies using Logo's products and services 	<p>Software ecosystem</p> <ul style="list-style-type: none"> • Contribution to the Turkish economy and the informatics ecosystem • Strengthening of R&D and innovation • Development of the entrepreneurship ecosystem • Support for social development
Strategic Positioning	<ul style="list-style-type: none"> • Innovation-focused approach 	<ul style="list-style-type: none"> • Corporate governance and financial performance-focused approach • Customer experience and ecosystem-focused approach • Employee experience-focused approach 	<ul style="list-style-type: none"> • Customer experience and ecosystem-focused approach • Social impact-focused approach 	<ul style="list-style-type: none"> • Customer experience and ecosystem-focused approach • Social impact-focused approach • Environmental impact-focused approach 	<ul style="list-style-type: none"> • Innovation-focused approach • Corporate governance and financial performance-focused approach • Social impact-focused approach
Related capital element	<p>Intellectual capital</p>	<p>Financial capital</p> <p>Manufactured capital</p> <p>Human capital</p>	<p>Manufactured capital</p> <p>Social relations capital</p>	<p>Manufactured capital</p> <p>Social relations capital</p> <p>Natural capital</p>	<p>Intellectual capital</p> <p>Financial capital</p> <p>Social relations capital</p>



Business model and value creation

Long-term value for stakeholders



Focus area	Input	OPERATION	Output	Value created	Long-term value for stakeholders	Material topics
Financial performance and corporate governance approach Financial capital	<ul style="list-style-type: none"> Strong balance sheet Effective financial management Strict corporate governance 		<ul style="list-style-type: none"> 9.5/10.0 corporate governance compliance rating 6.1 billion TL invoiced revenues 5.8 billion TL IFRS revenues 86% recurring revenue ratio 2.0 billion TL EBITDA 	<ul style="list-style-type: none"> Profitable growth, strong cash generation and liquidity Member of BIST Corporate Governance Index (entry: 2009) Member of BIST Sustainability Index (entry: 2017) Stable dividend distribution 554 million TL in 2025 		<ul style="list-style-type: none"> Growth and profitability Business ethics, transparency and compliance Risk management
Innovation focused approach Intellectual capital	<ul style="list-style-type: none"> 686 Number of R&D employees 36% R&D spending/invoiced revenue ratio Logo R&D centers Sectoral expertise and 41 years of experience Entrepreneurship and innovation investments 		<ul style="list-style-type: none"> Enhancements in PaaS 45 Cloud-based microservices Effective and integrated use of innovative technologies such as artificial intelligence and blockchain in internal processes 4,647 new features added to products (P&D) \$ 12.6 million Logo Ventures corporate venture fund total resource commitment 	<ul style="list-style-type: none"> Contribution to the software ecosystem and digitalization of the economy Contribution to the development of local talent and increase loyalty Local software and intellectual property 		<ul style="list-style-type: none"> Supporting entrepreneurship Innovation and R&D
Customer experience and ecosystem focused approach Manufactured capital	<ul style="list-style-type: none"> Logo solutions that can meet customer expectations 1,000+ Business partners Strong stakeholder relations Focus on information security and customer privacy 		<ul style="list-style-type: none"> 92% resolved customer request & feedback rate in Logo Türkiye 147,016 Logo Türkiye remote support service 64 online training provided to business partners involving 1,489 participants Customer experience scorecard for business partners 2,140 hours of information security and 1,001 hours of KVKK training 	<ul style="list-style-type: none"> 4.27/5.0 satisfaction score for the services of Logo Türkiye support teams 4.31/5.0 Customer quality score for services received from Logo support teams 44,000+ New customers 		<ul style="list-style-type: none"> Sustainability in the business partners ecosystem Customer experience Data security and privacy
Employee experience focused approach Human capital	<ul style="list-style-type: none"> 900+ employees Activities on gender equality and empowerment of women at work Learning and development activities carried out as part of Logo Academy 67 university and high school students participating in LOG-in internship programs 		<ul style="list-style-type: none"> 43% women employee ratio 38% women in executive management 29.7 hours of training per employee 18 part-time and 2 full-time employees recruited through the LOG-in internship program 	<ul style="list-style-type: none"> 86% Logo Türkiye employee loyalty score "Great Place to Work®" certificate 86% EES engagement index 86% EES EVP index 87% EES "wellbeing" index 		<ul style="list-style-type: none"> Employee engagement and satisfaction Diversity, equality and inclusion Occupational health, safety and employee Well-being
Social impact focused approach Social and relationship capital	<ul style="list-style-type: none"> Corporate social responsibility projects Collaboration and support programs of Logo Academy product and solution training unit with universities and vocational schools Volunteering awareness and culture 		<ul style="list-style-type: none"> 10,000+ students impacted by Dream Coders project 6,639,135.63 TL donations 50 second-generation representatives of Logo business partners impacted by the NextGeneration project" 	<ul style="list-style-type: none"> Contribution to the software ecosystem Contribution to reducing digital and economic inequality Inspiring future software developers 		<ul style="list-style-type: none"> Community investment programs
Environmental impact focused approach Natural capital	<ul style="list-style-type: none"> Environmental management system Projects for the effective and efficient use of natural resources Rooftop solar panels with a capacity of 20 kWh located in Gebze campus 		<ul style="list-style-type: none"> 1,125.8 tonnes CO2 Scope 1 and Scope 2 emissions 1,922 m³ water consumption 1.18 tonnes non-hazardous waste 0.723 kg e-waste 	<ul style="list-style-type: none"> 14 MWh renewable energy generation and consumption 100% recycled hazardous and non-hazardous waste 15.6% decrease in energy end fuel consumption 		<ul style="list-style-type: none"> Natural resource use Climate change

SDGs contribution





Effective and Strong Engagement with Stakeholders at Logo Yazılım

Logo Yazılım adopts an approach based on transparent, open, and continuous communication with all its stakeholders.

The Company maintains regular and uninterrupted engagement with stakeholders through various channels, including Logo Portal, social media, customer service, e-mail newsletters, and call center platforms. By staying in close contact with a broad range of stakeholders, from customers and business partners to investors and financial analysts, Logo Yazılım continuously strengthens its relationships.

Material issues

Growth and financial profitability	1
Data security and privacy	2
Risk management	3
Innovation and R&D	4
Sustainability across the business partner ecosystem	5
Employee engagement and happiness	6
Diversity, equality and inclusion	7
Business ethics, transparency and compliance	8
Natural resource use	9

Communication frequency

As per regulation	■
Quarterly	■
Annual	■
Periodically	■
Continuously	■



Customers

Customers are at the center of all activities at Logo Yazılım. The Company designs its products, services, and processes from the perspective of its customers.

Material issues 1 2 3

Communication method

Traditional channels (radio, outdoor advertising, and press)	■
Digital media and Logo's corporate websites	■
Social media	■
Events and sponsorships (Business partners meeting, Logo events, third party events)	■
Webinars	■
e-Mail	■
SMS	■
Logo Portal	■
Call center (0850 833 56 46)	■
Logo WhatsApp Business channel	■
Direct communication (including customer visits and engagement through the customer experience team)	■
Integrated annual report	■

Value created

- Rapid integration of legal and regulatory changes
- Increased operational efficiency
- Improved financial management processes and effective control
- Accelerated digitalization
- Strengthened corporate structure
- Flexible digital transformation enabled by hybrid and cloud solutions
- Easy integration of new technologies while protecting existing investments



Business partners

Logo Yazılım considers its business partners, which are the most critical stakeholders of its business model, as an integral part of its ecosystem.

Material issues 1 4 5

Communication method

Traditional channels (radio, outdoor advertising, and press)	■
Digital media and Logo's corporate websites	■
Social media	■
Events and sponsorships (Business partners meeting, Logo events, third party events)	■
e-Mail	■
Webinars	■
SMS	■
Logo Portal	■
Direct communication (including customer visits and engagement through the customer experience team)	■
Communication with customer service, sales teams	■
Call center (0850 833 56 46)	■

Value created

- Support for the development of business partners' capabilities, accelerating their institutionalisation
- Contribution to business partners' competitive advantage
- Strengthening of business partners' reputation
- Advantages in attracting and retaining high quality talent
- Growing simultaneously with Logo Yazılım's growth, leading to ecosystem value expansion



Employees

Employees are the key contributors to Logo Yazılım's value creation.

Material issues 1 4 6

Communication method

Traditional channels (radio, outdoor advertising, and press)	■
Digital media and Logo's corporate websites	■
Social media	■
e-Mail	■
Teams platform	■
Sosyalogo (intranet)	■
Human resources activities	■
Integrated annual report	■

Value created

- Inclusive work environment based on equal opportunity
- Development-oriented and fair work culture
- Strong sense of belonging and pride
- Support for individual potential and freedom in career management





Investors

Logo Yazılım positions its shareholders among its priority stakeholders.

Material issues 1 8 9

Communication method

General Assembly meetings	■
Investor meetings and presentations	■
Earnings calls	■
Logo's corporate website, e-mail, newsletters and blog	■
PDP notifications	■
Integrated annual report	■
Call center (0850 833 56 46)	■

Value created

Compliance with local and global best practices beyond regulatory requirements

Protection and facilitation of shareholder rights



Financial analysts

Logo Yazılım prioritizes financial analysts in its financial communications in line with its objectives of transparency, information symmetry, and fair valuation.

Material issues 1 6 7

Communication method

Analyst meetings and presentations	■
Earnings calls	■
Website, e-mail, newsletters and blog	■
PDP notifications	■
Integrated annual report	■
Call center (0850 833 56 46)	■

Value created

Providing accurate and up-to-date information to analysts

Increased awareness and visibility of the sector in financial markets



Suppliers

Logo Yazılım collaborates with critical IT service providers through mutually beneficial partnerships.

Material issues 1 4 2

Communication method

Direct communication	■
Joint projects	■
Meetings, events and trainings	■

Value created

Active contribution to the development of the IT ecosystem
Economic value creation and employment opportunities for suppliers



Universities

Logo Yazılım works closely with universities to foster digital skills in society and unlock potential.

Material issues 4 6 7

Communication method

Joint projects	■
Events and trainings	■
Social media	■
e-Mail	■

Value created

Increased software usage capabilities
Training programs for students through Logo Academy



Non-governmental organizations

Logo Yazılım places strong emphasis on cooperation with NGOs on social, environmental, and community-related issues to support the development of Türkiye's software ecosystem. In this context, initiatives that contribute to addressing critical societal needs are prioritized.

Material issues 4 6 7

Communication method

Corporate memberships	■
Meetings	■
e-Mail, website and blog	■
Sponsorship, events	■

Value created

Collaboration with national and international NGOs
Active participation of Logo Yazılım executives in NGO governance bodies



Public institutions

Logo Yazılım engages with public institutions to support Türkiye's digital transformation goals and related needs.

Material issues

Communication method

Direct communication	■
Events and trainings	■

Value created

Contribution to the advancement of the domestic software industry
Sponsorship support for sector-specific projects



Contribution to Sustainable Development Goals



4.4
4.5

Quality education

Since 2019, Logo Yazılım has reached more than 10,000 students through robotics and coding training programmes within the scope of its corporate social responsibility investments, supporting the development of 21st-century skills while nurturing imagination, mechanical aptitude, and analytical thinking. Targeting primarily children from disadvantaged backgrounds, these training programmes place particular emphasis on ensuring equal participation of girls and boys. Internship programmes and project-based initiatives that support the integration of young talent into Logo Yazılım are implemented with the aim of filling open positions. Through the NextGeneration development programme, Logo Yazılım focuses on strengthening the technical, managerial, and leadership competencies of second-generation representatives within its business partner ecosystem, supporting youth employability, encouraging lifelong learning, and fostering professional skill development.

5.1
5.5

Gender equality

Logo Yazılım promotes equality in the workplace and across all areas of life, with a particular focus on gender equality. Its key priorities include enhancing female representation at all levels of the organization and cultivating an inclusive work environment based on gender equality. As of the end of 2025, women represent 43% of the total workforce, 34% of managers, 38% of Logo Group senior management, and 33% of the Board of Directors at Logo Yazılım. By embracing gender equality in professional life, Logo Yazılım continues to increase female representation and cultivate an equality-driven workplace culture that strengthens the overall employee experience.

8.2
8.3
8.5

Decent work and economic growth

As Türkiye's largest publicly traded domestic software company, Logo Yazılım contributes to the digital transformation of companies operating across diverse sectors, including manufacturing, textiles, chemicals, metal products, and agriculture, through its ecosystem and solutions. By supporting the digital transformation of SMEs, widely regarded as the backbone of the Turkish economy, Logo Yazılım contributes to the creation of diverse work environment.

Logo Ventures, the corporate venture capital fund established by Logo Yazılım to support entrepreneurship, invests in domestic and international technology-focused startups with the aim of contributing to long-term value creation.

Logo Yazılım focuses on transforming its human capital and new-generation workforce in order to lead the digital transformation of industries, while investing in the future of young talent across the sector. Prioritizing equal opportunity and diversity, the Company provides all employees with an equal, fair, safe, and healthy working environment and ensures full compliance with labor and human rights regulations through diligent operational practices. In addition to the flexible working model that has been in place since 2020 aiming to support the physical, social, emotional, and financial well-being of its employees, Logo Yazılım continues to enhance the employee experience through its "Logo Well" wellbeing program.

9.2
9.5

Industry, innovation and infrastructure

Logo Yazılım contributes to the digital transformation and sustainability of companies operating across various sectors through its solutions, and allocates approximately 30% of its annual revenues to R&D activities. Servitization represents a core pillar of the Company's strategy, aligned with ongoing developments across the industry. While ongoing enhancements to Logo PaaS, the Platform as a Service solution launched in 2015 to enable the development of a software ecosystem for cloud-based ERP applications, continue to support this strategy, R&D investments have been accelerated to enhance service quality through the integration of high-priority technologies such as blockchain, machine learning, big data, and artificial intelligence. Through its artificial intelligence transformation strategy, the Company adopts an innovative approach across both internal operations and customer-facing services, delivering significant gains in operational efficiency. In addition, Logo Ventures, the corporate venture capital fund investing in domestic and international technology startups, forms an integral part of the Company's innovation strategy.

10.2
10.3

Reduced inequalities

Logo Yazılım works to promote equal opportunity through its education-focused initiatives, recognizing education as one of the most effective ways to address income inequality in the digital age. These initiatives include robotics and coding training programs aimed at children from disadvantaged backgrounds. Diversity and equal opportunity are central to Logo Yazılım's human capital approach. With a strong emphasis on gender equality as well as equality across all areas of work and life, Logo Yazılım leverages diversity and differences to build a strong, creative, and inclusive workforce.



12.3
12.6

Responsible production and consumption

Logo Yazılım's solutions help customers optimize their operational processes by enabling more efficient use of resources. Through improved inventory and supply chain management, losses in production and warehousing are reduced, while strategies focused on lowering environmental impacts, including carbon footprint and natural resource consumption, support responsible production and consumption.

Logo Yazılım strengthens its role as a facilitator in the monitoring and reporting of corporate environmental sustainability performance by adding new features each year to its j-Platform and Netsis ERP product groups. In particular, these solutions support companies operating in the manufacturing sector through features that enable the monitoring of consumption data such as electricity, water, heating, and transportation reflected in invoices, carbon footprint calculations based on consumption types, log tracking in printing operations, e-waste tracking for fixed asset records, Recycling Contribution Fee (GEKAP) code registration and inventory matching, failure modes and effects analysis, hazardous materials management, personal protective equipment (PPE) management, and key performance indicator (KPI) management.

13.3

Climate action

Logo Yazılım contributes to reducing the environmental impacts associated with its customers' resource use through innovative technologies, digital solutions, and services. Its software is developed using caching mechanisms and optimized, high-performance code blocks and is maintained and managed in line with microservices architecture wherever feasible, helping to prevent excessive energy consumption.

Logo Yazılım undertakes initiatives to reduce greenhouse gas emissions across its operational processes and value chain. To mitigate its direct impacts related to climate change, the Company has set a target to achieve an absolute reduction of 20% in Scope 1 and Scope 2 emissions by 2030.

At its Gebze campus, Logo Yazılım generates renewable energy through solar panels with a capacity of 20 kWh, contributing to the reduction of carbon emissions. In addition, through the implementation of digital license keys and virtual delivery systems, Logo Yazılım has reduced the packaging-related environmental impact of its products to zero since 2010.

16.5
16.6

Peace, justice and strong institutions

Logo Yazılım has embraced the principles of fairness, transparency, accountability, and responsibility in corporate governance since its establishment and has been subject to corporate governance rating assessments since 2009. As of 2025, the Company's corporate governance rating stands at 9.5 out of 10.

The Company has achieved compliance with the majority of the voluntary principles set out in the Sustainability Principles Compliance Framework published by the Capital Markets Board in 2020.

Logo Yazılım's Code of Business Ethics forms the foundation of its ethical business conduct and is an integral part of its corporate governance approach, governing relations with employees, suppliers, customers, shareholders, other stakeholders, and the public. Internal stakeholders may report conduct that does not comply with the Code of Business Ethics through the Ethics Hotline, while related processes and policies are made accessible to all employees via the internal employee platform. All reports received are reviewed and addressed by the Ethics Committee.

17.7

Partnerships for the goals

Logo Yazılım collaborates with leading sector organizations, including numerous national and international non-governmental organizations, to support the development of the information technology ecosystem. The Company also contributes to Türkiye's software exports through its active participation in the Software Committee of the Service Exporters' Association.

Through its executives, who serve in leadership roles within numerous non-governmental organizations, including TÜBİSAD, TOBB, TOSYÖV, Informatics Foundation of Türkiye, Informatics Association of Türkiye, and YASAD, Logo Yazılım actively contributes to initiatives that support Türkiye's development across a wide range of areas.

Logo Yazılım supports SMEs through TOBB's "Smart SME" initiative by enabling businesses to manage and grow their operations effectively through the use of digital technologies and approaches. Through multi-stakeholder collaborations with public institutions, non-governmental organizations, the private sector, and international stakeholders, an impact ecosystem is created that accelerates the digital transformation of SMEs, promotes the dissemination of knowledge and technology, and supports sustainable economic growth at both national and international levels. Through inclusive, long-term partnerships that are responsive to local needs, the digital ecosystem is strengthened both in Türkiye and globally, enhancing collective impact in support of the Sustainable Development Goals.



Corporate governance and financial performance approach

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Board of Directors

Logo has adopted the principles of fairness, transparency, accountability and responsibility of Corporate Governance since the day it was founded. 50% (3/6) of the Board of Directors, the highest governing body of the company, consists of independent members.

Audit Committee, Corporate Governance Committee, Early Detection of Risk Committee, Remuneration Committee and Nomination Committee operate under the Board of Directors. Logo complies with the mandatory provisions of the Capital Markets Board (CMB) Corporate Governance Principles Communiqué and takes a meticulous approach to comply with the nonmandatory principles to the

maximum extent. The company has also complied with most of the principles specified in the nonmandatory "Sustainability Principles Compliance Framework" prepared by the Capital Markets Board (CMB) with the "comply or explain" approach. Detailed information on corporate governance can be found in the "[Corporate overview](#)" section of this report.

Audit Committee Committee for Early Detection of Risks Corporate Governance Committee Remuneration Committee Nomination Committee



M. Tuğrul Tekbulut
Chairman

Member Member Member



M. Buğra Koyuncu
Vice Chairman



Söz Ar
Member

Member Member



Nezahat Gültekin
Independent Member

President President



Lale Ergin
Independent Member

Member President President



Boğaç Şimşir
Independent Member

Member Member President

Executive management



M. Buğra Koyuncu
Logo Group CEO



Gülnur Anlaş
Logo Group Chief Financial Officer, CFO



İsmail Duran
Logo Group Chief Technology Officer, CTO



Begüm Arş Türk
Logo Group Chief Marketing and Customer Experience Officer, CMO



Burak Göçmen
Logo Group Chief Information Officer, CIO



Akın Sertcan
Logo Türkiye General Manager



Arslan Arslan
Logo Retail Solutions General Manager



Başak Kural
Logo Financial Technologies General Manager



M. Bora Buluş
Logo Group Director, Artificial Intelligence Transformation



Nebahat Kesgin
Logo Group People and Organizational Development Director



Özlem Gemici
Logo Group Strategy Director



Ayhan İnal
Logo Group Technical Projects Director



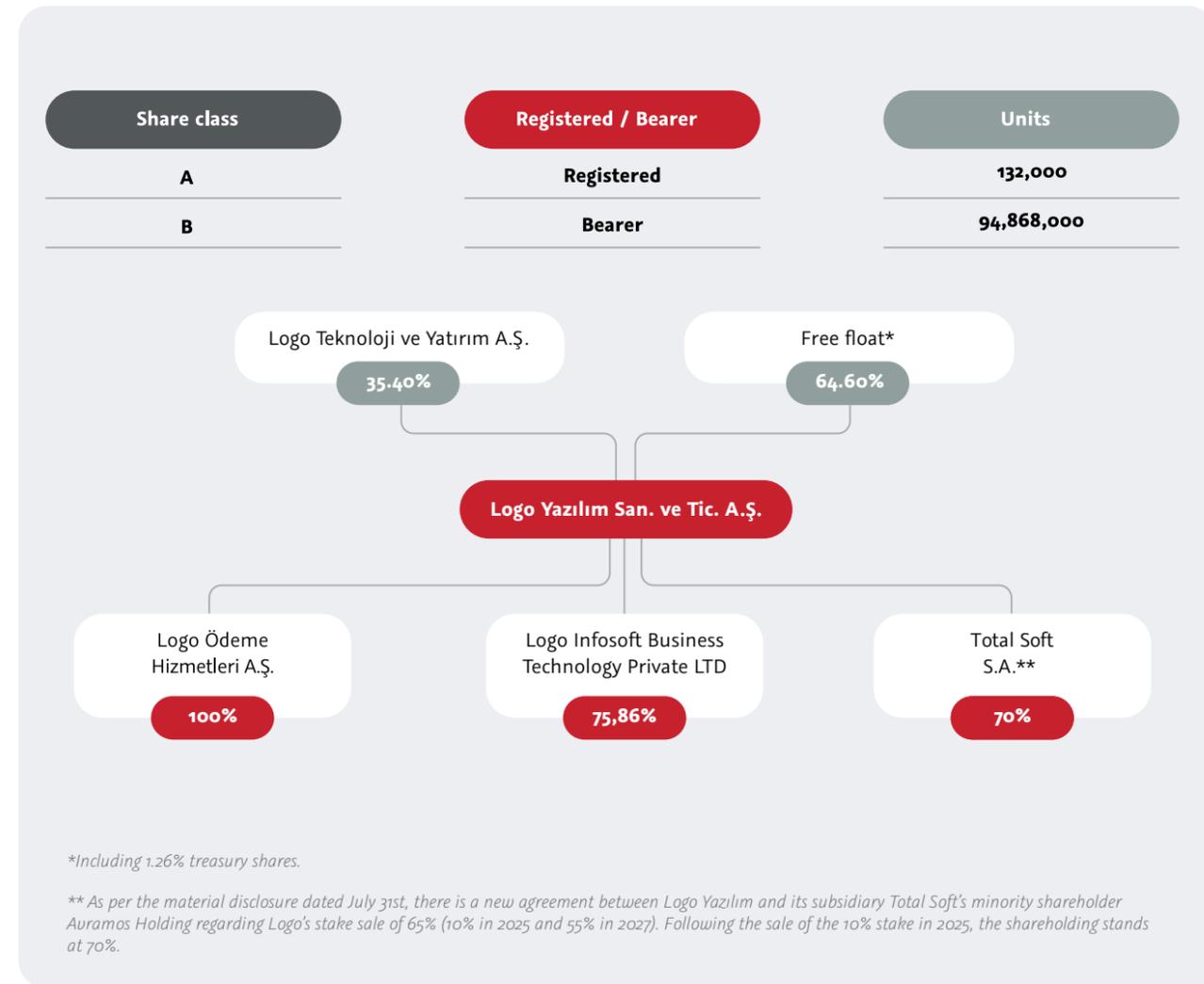
Okan Şafak
Logo Group Growth Projects Director



Capital and shareholding structure

Logo's paid-in capital of 95,000,000 TL is divided into 9.5 billion units of shares with a value of 1 kurus each. As of December 31, 2025, capital of the company consists of 13,200,000 units of Group A registered shares corresponding to 132,000 TL and 9,486,800 units of Group B bearer shares corresponding to 94,868,000 TL.

Half of the board members and the chairperson of the board shall be elected from among the candidates nominated by the Group A shareholders. Breakdown of the company's capital of 95 million TL is as follows:



Growth and profitability

Million TL	2025	2024
Revenue	5,800.7	5,345.7
Gross profit	5,592.4	5,155.3
Operating profit	1,232.2	1,241.0
Income before tax	1,505.5	398.9
Profit for the period from continuing operations	1,500.7	399.9
Profit / (Loss) for the period from discontinued operations	-	75.85
Net profit for the period	1,500.7	475.7
Earnings per share (1,000 shares at 0.01 TL nominal value)	16.00	4.90

Million TL	2025	2024
Total assets	8,322.2	9,511.3
Current assets	3,106.4	2,462.0
Assets classified as held for sale	-	3,095.1
Fixed assets	5,215.7	3,954.2
Short-Term liabilities	3,889.8	3,577.7
Liabilities related to asset groups classified as held for sale	-	1,312.6
Long-Term liabilities	696.6	821.1
Equity	3,735.8	3,799.9
Paid-in capital	95.0	95.0
Current ratio*	0.80	1.14
Total liabilities / Equity	1.23	1.50
Equity / Total assets	0.45	0.40

*Current ratio includes assets classified as held for sale and liabilities related to asset groups classified as held for sale.



Business ethics, transparency and compliance

Logo regards commitment to ethical values as a prerequisite in all of its activities, and business ethics is one of the pillars of its corporate culture. Logo Yazılım Code of Ethics forms the basis of Logo's ethical business conduct.

Logo regards commitment to ethical values as a prerequisite in all of its activities, and business ethics is one of the pillars of its corporate culture. Logo Yazılım Code of Ethics forms the basis of Logo's ethical business conduct. The code of ethics applies to the relations with employees, suppliers, customers, shareholders, other stakeholders, and the public. Logo Board of Directors is responsible for the implementation, audit, and review of the code of ethics. The management and monitoring of ethical processes in Logo Yazılım's operations in Türkiye are the responsibility of the Director of People and Organizational Development.

You may access the Code of Ethics [here](#).

Logo Yazılım also extends the value it creates and its principles throughout its supply chain. The Company expects and encourages all suppliers and business partners to embrace the principles outlined in the "Supplier and Business Partner Code of Ethics Guide" to ensure the dissemination of this understanding to all stakeholders.

You may access the Ethics Committee Terms of Reference [here](#).

Logo's internal stakeholders can report behaviors that do not comply with the Code of Ethics directly, by phone, mail, e-mail, or fax via the Ethics Hotline. The independent third-party Ethics Hotline is only available for Türkiye operations in Turkish language. The notification of the person filing an application through the Ethics Hotline is carried out in accordance with the principle of confidentiality to the extent determined by law. Ethics Committee addresses incidents reported to Ethics Hotline, and in case a violation is determined, action is taken according to the Disciplinary Regulation. In 2025, both of the 2 reports received by the Ethics Hotline were resolved. Existing and newly hired employees are informed about the ethics hotline process and necessary awareness is created through various activities, announcements, and reminders conducted periodically.

You may access the Ethics Committee Terms of Reference [here](#).

Processes and policies regarding the code of ethics are available to all employees on the employee platform. In the coming period, it is planned to provide training to employees related to the Code of Ethics and Ethics Hotline. Logo expects compliance with and adoption of the established policies throughout its entire ecosystem.

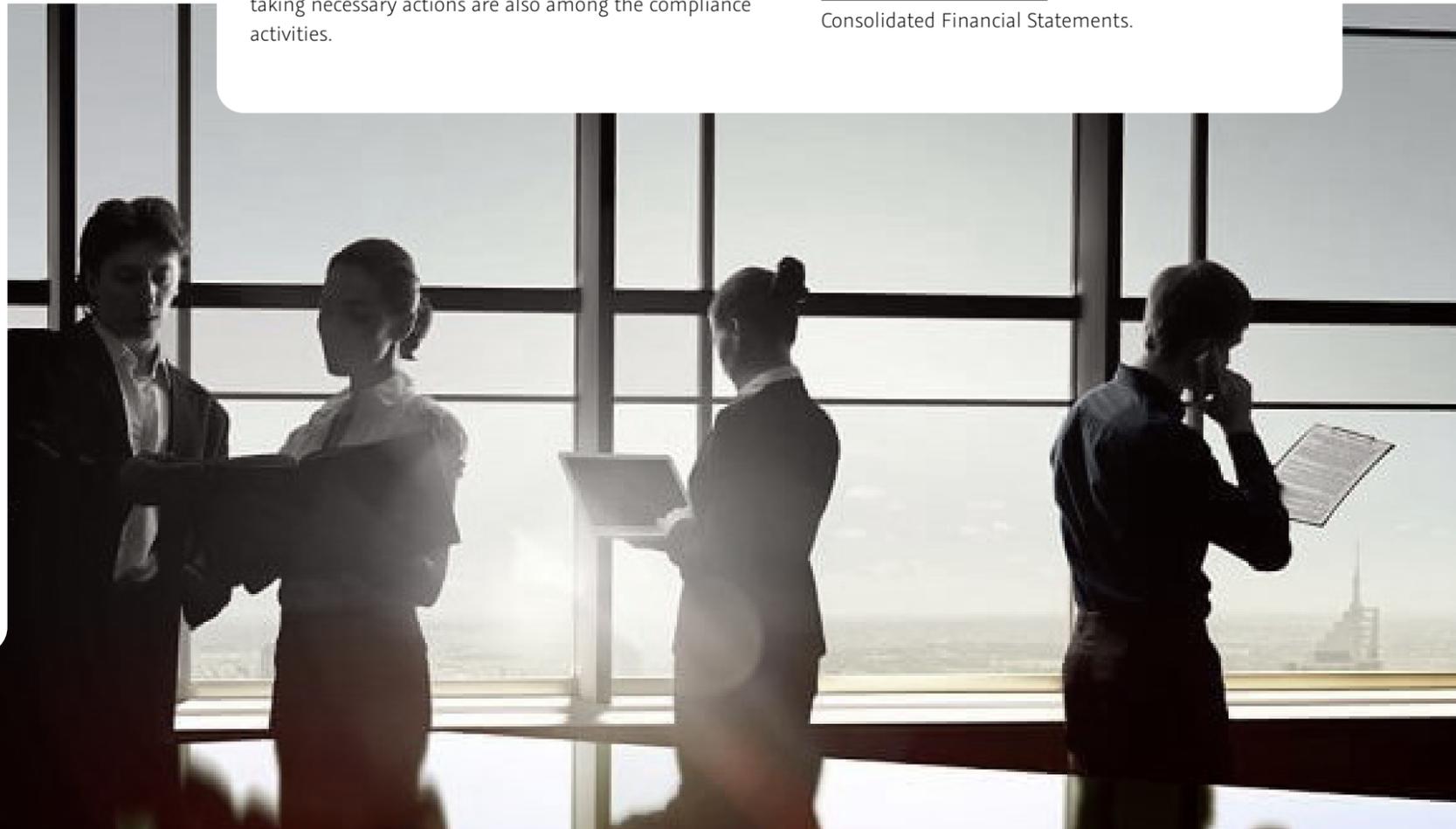
You may access the Policies [here](#).

Compliance

The compliance team at Logo Yazılım aims to ensure that the company's activities are conducted in accordance with applicable regulations and Logo Group strategies and policies. In this context, projects related to Personal Data Protection Law, Competition Law, Electronic Commerce Regulation Law, Law on Payment and Security Reconciliation Systems, Payment Services and Electronic Monetary Institutions, Law on Prevention of Laundering Proceeds of Crime and their secondary legislations (regulations, communiqués, etc.) as well as all other relevant laws and Information Security regulations in force, are carried out, monitored and coordinated with business units. Company policies are prepared, updated and implemented in accordance with relevant legislation and Logo Group priorities and strategies, with controls in place to ensure compliance. Reviewing company activities in response to changing conditions, identifying areas for improvement and taking necessary actions are also among the compliance activities.

The compliance team also carries out internal and external communication with regulatory authorities, as well as reporting, investigation/review and audit processes. In addition, employee compliance with the laws and ethical principles determined by the Company is ensured within the framework of the Company's code of conduct.

Logo Yazılım has adopted the principle of fulfilling tax and other legal requirements in full and on time, complying with tax legislation and being transparent to tax authorities. Within the scope of tax planning, relevant incentives and other regulations are utilized as necessary in accordance with the legislation. The CFO is responsible for the tax management of the company. The Company's tax declarations are regularly reviewed by a Certified Public Accountant. Detailed information on the Company's tax approach can be accessed in the [Tax Assets and Liabilities](#) section of the footnotes to the Consolidated Financial Statements.





Risk management

In 2025, Chief Audit and Risk Officer (CARO) role reporting directly to the Board of Directors, has been established to oversee the identification, assessment, monitoring, management, and reporting of risks; strengthen internal control systems; conduct internal audit activities using internal resources; ensure coordination with the compliance function; and contribute to increased operational efficiency. Following the new organizational setup, the Company focused mainly on internal audit work within its technology teams and on identifying practical areas for improvement in risk management in 2025.

Risk analyses within the Company are carried out using the OCTAVE methodology, taking into account the principles of ISO 27005 Information Technology Risk Management and ISO 31000 Enterprise Risk Management. Risk assessments are carried out whenever new processes are introduced or existing practices change, and at least once a year as part of regular reviews. Risk analyses are conducted to assess the risks associated with information assets linked to processes. Through risk analysis, the information assets related to each process are identified, and the threats that may affect these assets are assessed in terms of confidentiality, integrity, and availability. Within this framework, risks and/or vulnerabilities across all processes are identified, and appropriate controls are defined and put into practice.

As part of the corporate risk analysis, the Company monitors a broad range of operational and financial risks. These include risks related to technological change and competition, capital risk, debt and collection management, foreign exchange risk, market risk, credit risk management, and liquidity risk, as well as interest rate risk. As part of the risk analysis for information assets, all assets owned by the Company, from real estate to software licenses, are evaluated against a wide range of potential threats, including environmental and hardware-related risks, intentional or unintentional human threats, malware, data or information leakage, process planning risks, third-party dependencies, and software-related risks. Actions are then taken based on the results of these assessments.

The risks monitored by the Company also include environmental and occupational health and safety (OHS) risks. Risks related to business continuity, which is considered a key risk area, are managed in line with the ISO 22301 Business Continuity Management System.

A Risk List is prepared for the risks identified through risk analysis. Each risk is analyzed in terms of its probability and potential impact, and a risk level is assigned accordingly. All identified risks are evaluated in a risk matrix based on their probability, impact, and overall risk score. Risks are reviewed annually during Management Review Meetings and updated when necessary. Logo Yazılım has established appropriate control mechanisms to minimize the potential impact of these risks.

Operational risk refers to the possibility of losses arising from inadequate or failed internal processes, human error, disruptions in information systems, or external events within the scope of the Company's operations. These risks may affect the continuity of daily operations, service quality, and overall financial performance.

At Logo Yazılım, operational risks are identified, monitored, and assessed through process-based assessments, internal audits, and risk analyses. The potential impact and likelihood of these risks are reviewed on a regular basis, and when necessary, appropriate control and improvement measures are implemented to reduce their effects.

Technology (ICT) risk refers to the potential losses arising from shortcomings, disruptions, security breaches, or external cyber incidents affecting the information technology infrastructure, applications, data management, and communication systems used in the Company's operations. Such risks may negatively impact operational continuity, information security, and service quality.

At Logo Yazılım, technology (ICT) risks are identified, monitored, and assessed through risk assessments conducted within the IT governance framework, internal audits, system monitoring tools, and periodic testing. To mitigate these risks, various measures are implemented such as information security controls, access authorization processes, data backup practices, and disaster recovery plans.

Capital risk Capital risk management at Logo Yazılım focuses on maintaining its ability to continue as a going concern while using the balance between debt and equity in the most efficient way. In this context, the Company manages its capital by monitoring cash generated from operations, trade receivables, and the maturities of financial and trade payables. The cost of capital and the risks associated with each capital component are evaluated by senior management, and matters requiring Board approval are submitted to the Board of Directors for review. Based on the assessments of senior management and the Board, the Company aims to maintain a balanced capital structure through measures such as raising new debt, repaying existing borrowings, distributing dividends, or issuing new shares when appropriate.

Debt, collection management, and foreign currency risk Logo Yazılım's foreign currency-denominated assets exceed its foreign currency-denominated liabilities. As a result, the Company is not exposed to significant foreign currency risk. To mitigate the risk of uncollected receivables, the responsibilities of collections and sales and marketing are segregated. Credit limits are established and monitored taking into account the financial data of debtors, as well as their historical payment performance.





Market risk the Company is also exposed to the risk that counterparties may fail to meet their obligations arising from financial instruments held by the Company. At the Company level, exposure to such risks is measured using sensitivity analysis. During the current year, there has been no change compared to the previous year in Logo Yazılım's exposure to market risk, nor in the approach or methodology used to assess and manage these risks.

Credit risk management Ownership of financial assets entails the risk that the counterparty may fail to fulfil its contractual obligations. Logo management addresses these risks by limiting the average exposure for each counterparty (excluding related parties) under each agreement and by obtaining collateral where necessary. Credit risk is assessed in line with the Company's policies and procedures, and is presented net in the balance sheet accordingly after the provision for doubtful receivables is recognized.

Liquidity risk management Logo Yazılım seeks to manage liquidity risk by regularly monitoring cash flows and ensuring the continuity of sufficient funds and credit reserves through the matching of maturities of financial assets and liabilities. Logo management monitors the Company's liquidity reserve movements based on projected cash flows. To manage liquidity risk, the Company maintains cash and committed credit facilities in amounts sufficient to meet its expected short-term cash outflows.

Interest rate risk Logo management invests its interest-bearing assets in short-term investment instruments, in line with its principle of managing interest rate risk through natural hedging measures achieved by balancing the maturities of interest rate-sensitive assets and liabilities.

Error and fraud risk Logo Yazılım's organizational structure and field of activity do not give rise to material error and fraud risks arising from the activities of Company personnel.

Other risks All of Logo Yazılım's fixed assets and movable assets are insured against all types of physical damage. Logo's cash and cash equivalents (cash and check portfolio) are audited monthly by the financial controller through physical counts and bank reconciliations. In addition, in order to prevent any potential misconduct or errors by personnel that may affect sales prices and profitability, the finance department and the management of the relevant departments carry out reporting, audit, and control activities using Logo j-Platform Enterprise Resource Planning system.

ESG risks At Logo Yazılım, the management of ESG risks is a part of the Company's enterprise risk management approach. In environmental matters, regulations that may be adopted in the transition to a low-carbon economy represent high-significance environmental compliance risks for Logo's operations. In social matters, the risk of attracting and retaining qualified talent is among the risks with a high level of materiality. Within the scope of technology and reputational risks, risks identified in connection with corporate governance, including information security, data breaches, and changing customer expectations, are among the risks prioritized by Logo Yazılım. Pursuant to the Board Decision on the Scope of Application of the Türkiye Sustainability Reporting Standards (TSRS), Logo Yazılım carries out its reporting activities in compliance with TSRS, as it is subject to the regulatory and supervisory authority of the Capital Markets Board and meets the specified threshold criteria. The Company publishes its sustainability performance in a separate report in accordance with TSRS standards.





Innovation focused approach

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Innovation and R&D

Logo Yazılım’s strong R&D and innovation capabilities constitute a core driver of its capacity to deliver innovative and sustainable products and services in response to evolving customer needs. Logo Yazılım supports its customers’ operations sustainability and competitiveness by enabling digital transformation.

Company’s R&D activities and the related budget are managed on a short-, medium-, and long-term basis within the scope of “Horizon View” projects, classified under Horizon 1, Horizon 2, and Horizon 3.

Representing 60% of the R&D budget, Horizon 1 initiatives are dedicated to the development and improvement of existing products, shaped by feedback from customers, business partners, and internal stakeholders. This category also includes the integration of matured Horizon 2 and 3 infrastructure and architectural developments into existing products.

Logo’s R&D activities for the medium and long term are carried out under Horizon 2 and Horizon 3 categories, which account for approximately 30% and 10% of the R&D budget, respectively. Horizon 2 focuses on the development of new products and solutions addressing sector-specific needs over a 1.5–2-year horizon. Horizon 3 comprises innovation and R&D activities in the areas of cloud, big data, and machine learning, which form the core of digital transformation.

Driven by its innovation-focused approach, the Company allocated TL 2.2 billion to R&D expenditures in 2025, representing 36% of total revenues. The amount allocated to R&D and innovation decreased by 1% compared to 2024.

Number of employees*



R&D spending to invoiced revenues ratio*



*Türkiye operations only.



Significant R&D and innovation developments in 2025

AI-powered Data Interpretation Service

Developed to enhance the value, accessibility, and usability of data, the AI-powered data interpretation service is progressing toward integration with the Model Context Protocol (MCP) infrastructure, with the aim of making it available to the broader ecosystem.

The project focuses on consolidating data from multiple sources into a single platform, interpreting this data, and creating standardized data contexts that can be leveraged by artificial intelligence applications. Through MCP integration, the service is intended to deliver secure, scalable, and context-aware data transfer, offering both business partners and customers a richer and more actionable data experience.

AI-Powered Logo Integration Platform (LEP)

Development efforts for the **AI-powered Logo Integration Platform (LEP)** are ongoing with the aim of strengthening Logo Yazılım’s integration capabilities, accelerating data flows across products, and enabling end-to-end automation within customers’ business processes.

LEP is built on a modern and flexible architecture that allows users to design their integration requirements without the need for technical expertise, supported by connectors, triggers, data transformation rules, and a visual process flow designer.

The platform’s artificial intelligence components significantly enhance integration efficiency through advanced functionalities such as generating integration recommendations, data mapping, error analysis, contextual correction suggestions, and automated workflow creation.

AI-Powered Integrated Configuration Assistant

Development of the AI-powered integrated configuration assistant continues with the aim of enhancing efficiency across software installation, configuration, and go-live processes.

The intelligent assistant developed under this project is designed to interpret customer scenarios, identify additional fields and specific requirements, provide recommendations for configuration steps, and guide project teams throughout the implementation process by serving as a decision-support mechanism.

Large Language Model (LLM)–Based Analysis and Requirements Validation System

Development efforts for the Large Language Model (LLM)–based analysis and requirements validation system are ongoing, with the objective of improving analysis accuracy, reducing requirements-related errors, and standardizing delivery processes in software projects.

The system is built on artificial intelligence models that automatically assess the consistency of user stories, requirements documents, and test scenarios.

Logo Yazılım’s Open-Source Approach

In line with its belief that knowledge expands through sharing, Logo Yazılım adopts an open-source approach by making available, as open source, the machine learning models it develops, mobile development components, and middleware solutions created for its PaaS offerings. Logo Yazılım’s Web and Mobile component libraries have been released to the ecosystem as open source via elements.logo.com.tr. In addition, Logo Yazılım’s UX design language, LEDES, has been fully documented and published as an open-source resource. Contributions and support received from the open-source ecosystem are, in turn, shared back with the ecosystem under open-source principles.



Support for entrepreneurship

In recent years, Logo Yazılım has consistently supported the entrepreneurship ecosystem in Türkiye and has contributed to the growth of the informatics sector as a distinct line of business by fostering the development of an entrepreneurial culture.

Logo Ventures

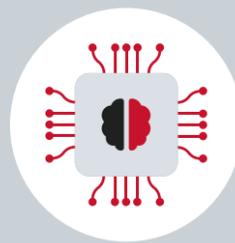
Logo Yazılım established its corporate venture capital fund in 2017 with the aim of supporting entrepreneurs in bringing diverse ideas to life and scaling their initiatives. Through Logo Ventures, the Company invests in domestic and international technology-focused startups, with the objective of contributing to long-term value creation.

Logo Ventures Fund I was established in the second half of 2017 with a 20% ownership stake held by Logo Yazılım and a targeted investment size of TL 10 million. In 2017, Logo Ventures I invested in Vispera, a company developing image recognition focused technologies for the retail sector. In 2018, the fund also invested in V-Count, a venture that develops hardware and software solutions such as people counting, heatmap analysis, and checkout queue analytics, which are used across a wide range of sectors including retail, exhibitions, airports, and libraries.

Logo Ventures Fund II was established in the first half of 2021 with an 88.63% ownership stake held by

Logo Yazılım and a total capital commitment of USD 12.6 million. As of 2025, a total of USD 9.2 million has been invested. Established in line with Logo Yazılım's innovation focus, the second Venture Capital Investment Fund aims to invest in high-growth-potential domestic and international technology startups through debt, equity, hybrid debt and equity, and similar instruments, in accordance with its business-to-business (B2B), software as a service (SaaS), and internationalization strategy. Through strategic support provided to portfolio companies, the Fund seeks to enable these companies to achieve their growth objectives and to generate long-term value.

The Fund invested in SportsERP, Wask, Inooster, Modanisa, and Evreka in 2021; in Quin, Kamion, Avane Cloud Kitchens, Hazy and Flowla in 2022; in Timus, Berqnet, Carbon Centrum, Figorpara, Miros, and Getmobil in 2023; in CompanyDNA, Evercopy, Yuppo, Wamo, Wasp, Inki Tech, Polymet, and Vectroid in 2024, in Replenit and Eloquent AI in 2025.



Replenit:

Provides e-commerce brands with an artificial intelligence-based customer lifecycle automation platform that operates on top of existing marketing infrastructures without requiring technical integration, with the objective of converting one-time purchases into recurring sales.

Eloquent AI:

Develops AI-powered digital assistants that simplify the operational processes of financial institutions and reduce compliance risks, without requiring technical expertise.

LAPIS (Logo Agile Process Improvement System)

Logo Yazılım has developed Logo Agile Process Improvement System (LAPIS) methodology inspired by lean manufacturing philosophy and agile practices to define and improve software development processes. LAPIS allows all stakeholders to adopt systematic work and boost productivity by changing software development work in abstract and uncertain conditions and constantly changing technology systematic into systematic, defined, and continuous improvement focused. LAPIS is based on the principles of time management, transparency, adaptation, and continuous improvement. Since the principles are supported by the rules and tools in the process, the planning teams can act jointly, and instead of creating a new process, improvement ideas can be presented on LAPIS and thus the process can be developed together with the teams.

In 2014, the first paper describing the methodology was published. In order to accurately identify the improvement points, a measurement method was developed within LAPIS and this method was presented at the National Software Engineering Conference in 2018. The effects of people's emotions on business outcomes are monitored in the machine learning extension of the process. A paper in this field was presented at the Computing Conference in London. LAPIS is based on periods of specific duration for each product group, during which a new version is offered for each product. LAPIS process turns a software project into a product or service, allowing the workflow to run like an assembly line.

Therefore, Logo Yazılım positions itself as a software factory where most of its employees work in R&D, and it constantly inspects and improves its products and services and aims for zero defects. In this software factory, all products and services are considered as a business area. Costs and revenues are planned, and investment plans are made prospectively for greater efficiency. In this context, **496** releases and **4,647** new features have introduced in 2025.

Logo Yazılım has adopted a philosophy of continuous improvement in all its processes through the LAPIS methodology. Within this framework, it became the first company in Türkiye to receive the TS ISO IEC 15504 SPICE Organizational Maturity Level 5 Certificate.

Artificial Intelligence Transformation

Artificial intelligence transformation positions at the core of Logo Yazılım's corporate strategy. In 2025, new AI-powered solutions were launched that enhance customer experience and increase operational efficiency within the technology domain.

Digital advisor capabilities integrated into solutions, applications that accelerate content creation, and process automation initiatives have emerged as key innovations strengthening the Company's service quality and competitive positioning. In addition, significant productivity gains were achieved through the integration of artificial intelligence into software development activities and internal operations.

The year 2025 marked a period during which the governance infrastructure for artificial intelligence applications was further strengthened. Within the scope of ISO 9001, the Company defined its artificial intelligence project and platform management processes, thereby standardizing its processes. In addition, ISO 42001 Artificial Intelligence Management System certification was obtained to ensure alignment with international standards. This certification formally confirms the Company's commitment to the ethical, secure, transparent, and sustainable governance of artificial intelligence applications in line with international standards.

Comprehensive awareness and training programs continued to be implemented to support employees' adaptation to transformation. Activities aimed at enhancing artificial intelligence literacy among both technical and non-technical teams were organized, strengthening knowledge sharing and the culture of organizational learning. This approach has enabled the adoption of artificial intelligence technologies not only in technical domains but across all business processes. These initiatives are regarded as strategic steps that strengthen Logo Yazılım's leadership position in the sector and contribute to its sustainable growth. By delivering an innovative approach across both internal operations and customer-focused services, the artificial intelligence transformation has enhanced the Company's positioning.



Digital infrastructure in information technologies and corporate business processes

By closely following up on global technological developments and integrating them into its business processes through an innovative and tailored approach, Logo Yazılım continues its journey of sustainable development and digital transformation with notable success. In this context, the Company prioritizes operational excellence for both Logo Yazılım and its stakeholders, based on the principles of information security, high availability, and business continuity.

Within the scope of its innovation-driven approach, the Logo Information Technologies (IT) Team aims to create competitive advantage across all Logo Yazılım business units by leveraging state-of-the-art information technologies. To this end, the Team seeks to provide infrastructures that enable the level of digitalization required by contemporary business practices and market dynamics, to deliver IT services in accordance with the ITIL (Information Technology Infrastructure Library) framework, and to promote the adoption of this approach across the Company.

To enhance operational efficiency through a robust security and business continuity infrastructure, the most up-to-date software and systems are utilized. This approach ensures the highest level of data security while continuously improving process effectiveness and efficiency through uninterrupted service delivery and rapid response times.

The year 2025 was a productive and successful period for Logo Yazılım in terms of business continuity and operational resilience. During this period, no service interruptions or access slowdowns were experienced across Information Technologies services, and operations were maintained on an uninterrupted and high-performance basis. Through infrastructure enhancements and proactive monitoring systems, potential issues were addressed swiftly, enabling continuous improvements in

operational efficiency and user experience. In 2025, the entire system infrastructure was migrated to a new, state-of-the-art architecture, ensuring readiness to meet future requirements for high speed, continuity, and growth. To enable 24/7 monitoring of all Logo services and ensure immediate intervention when required, a dedicated Systems Operations team was established and fully commissioned together with its end-to-end operational processes.

In line with the Company's remote and hybrid working model, comprehensive and enhanced measures are implemented in the field of cybersecurity. Operating on a 24/7 basis, the Cybersecurity Operations Center monitors, analyzes, and responds to cyber incidents related to the Company's digital assets, as well as the products and services offered to stakeholders. As of 2025, the Cybersecurity Operations Center has also focused on process automation, achieving significant progress through the use of artificial intelligence. In parallel, continuous monitoring and security enhancement efforts have been accelerated to address potential vulnerabilities that may arise in Logo Yazılım's products and online services.

In addition, Logo continues to provide uninterrupted and faster first-level support services to its employees through the HELPIN help desk, which operates on a 24/7 basis in accordance with the ITIL framework.

Logo Portal: A Single Point of Access to Logo Yazılım

Designed for Logo Yazılım's customers and business partners and accessible via mobile devices, Logo Portal provides a single platform through which users can access comprehensive information on their licensed products, including license history, company and contact details, support requests, as well as news, announcements, and campaigns related to Logo Yazılım. As of the end of 2025, the Logo Portal continues to expand its user base, serving more than 30,000 companies and over 35,000 users. Representing a significant step in improving customer experience, the Logo Portal can be accessed at portal.logo.com.tr.

In response to requests received from business partners, the Logo Portal mobile application was launched. The application is being developed to enable faster and more

effective responses to business partner needs and is designed to improve process efficiency through a user-friendly interface and enhanced functionality. Through transactions performed via the mobile application, business partners are able to monitor and manage their processes more easily. To facilitate the submission of support requests by international customers and business partners, a web-based calling system has been developed through Logo Portal, with such calls being handled via the standard IVR system. This initiative aims to ensure more effective management and resolution of support requests, thereby continuously improving customer satisfaction. In addition, newly introduced reports within the Reports module provide business partners with easier access to insights that support opportunity management and engagement with their customers.





Customer experience and ecosystem focused approach

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Customer experience	90
Data security and privacy	96
Sustainability across the business partner ecosystem	99





Management approach

Logo Yazılım aims to create economic value by improving the performance of its customers' business processes and strengthening their competitiveness, while also delivering positive environmental and social impact.

Transparency, confidentiality, and information security are treated as top priorities when designing processes and addressing customer needs. This helps build a strong and sustainable relationship of trust. Customer feedback is carefully reviewed, and a holistic approach is adopted by incorporating the views of business partners and employees. The Company continues to develop effective practices to ensure information and data security. With a broad portfolio of products and services, diverse needs are addressed, and value-added outcomes are delivered. This management approach supports trust and long-term business relationships.

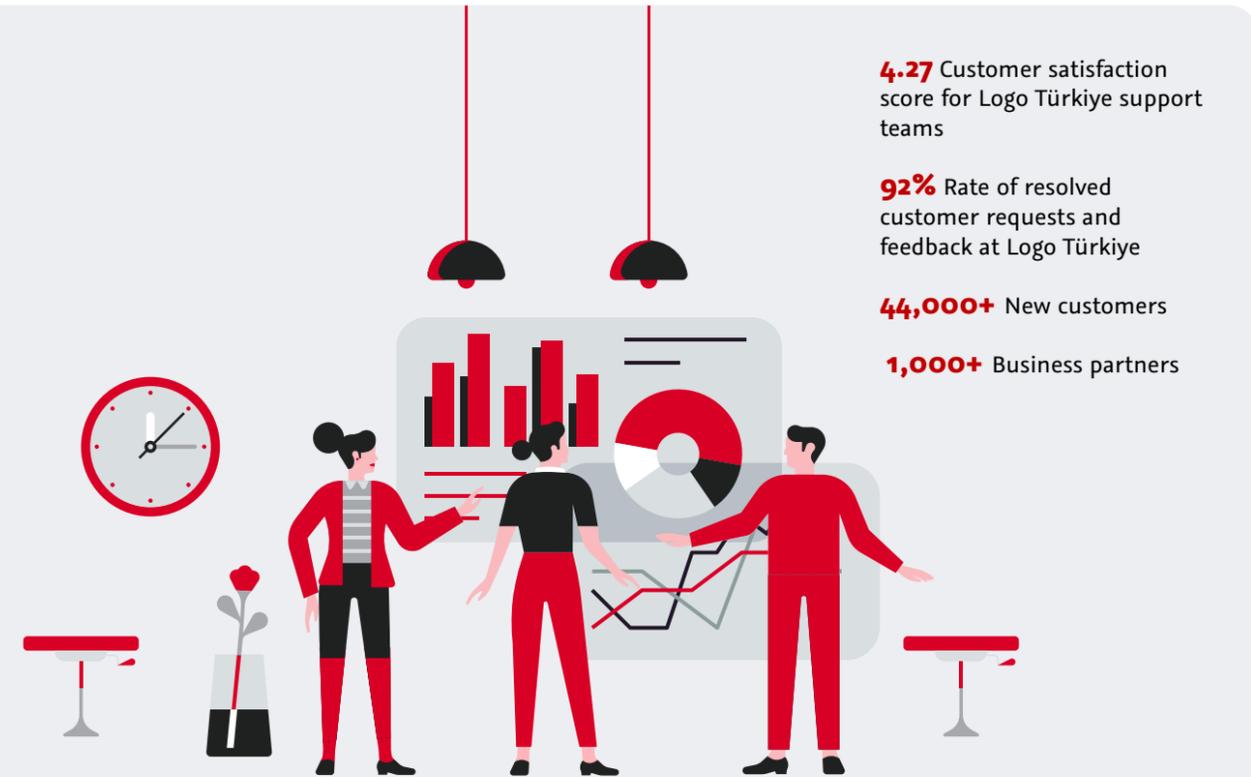
Material issues

- Sustainability across the business partner ecosystem
- Customer experience
- Data security and privacy



Customer satisfaction and continuous improvement under the **ISO 10002 Customer Satisfaction Management System**

Protecting critical information assets of customers, business partners, and stakeholders through the **ISO 27001 Information Security Management System**



4.27 Customer satisfaction score for Logo Türkiye support teams

92% Rate of resolved customer requests and feedback at Logo Türkiye

44,000+ New customers

1,000+ Business partners

Contribution to the UN 2030 Sustainable Development Goals



Logo Yazılım supports the digital transformation of SMEs while fostering diversity-oriented work environments. It delivers sustainable solutions that promote decent work and economic growth, while focusing on long-term value creation through investments in both local and international ventures.



Logo Yazılım supports the digital transformation and sustainability of companies across a wide range of industries. By developing cloud-based solutions, it strengthens industry innovation and the business ecosystem through technologies such as blockchain and artificial intelligence.



Logo Yazılım contributes to the IT ecosystem through partnerships with leading industry institutions, while encouraging sectoral growth and customer-focused progress through strategic collaborations.



Customer experience

In today's market dynamics, customer experience has moved beyond being a supporting element of the brand and has become a key factor that shapes consumer preferences and directly influences brand perception.

Providing customers with a seamless and high-quality digital experience is among Logo Yazılım's key priorities. By integrating global trends in digitalization and technology into its business model, it helps customers make their business processes more efficient and competitive. To ensure effective process management, compliance with international standards is maintained through existing quality management certifications (ISO 9001:2015 Quality Management System and ISO 10002:2018 Customer Satisfaction and Complaint Management), supporting a culture of continuous improvement.

With the launch of the "Customer Experience Project" in 2021 and the establishment of the "Customer Experience Directorate" in 2023, Logo has continued to rapidly reshape its processes around a deeper understanding of customer expectations. Under a holistic customer experience approach, support teams were brought together under a centralized "Customer Experience" structure. At Logo Yazılım, customer relations and support teams operating across different business units were consolidated within the Customer Experience Directorate, enabling a shared perspective, improved efficiency, and a standardized operating model. As part of this integration, manually tracked activities were transitioned to automated workflows, and SLA (Service Level Agreement)-based monitoring and reporting were introduced for the support teams that previously did not track Call Answer Rates.

Customer needs are monitored on a regular basis through in-product surveys and touchpoint-based surveys. This feedback guides product development while also providing valuable insights into the customer journey. Through the "Customer Experience Platform", all employees can access real-time customer feedback and shape their workflows accordingly.

In 2025, a company-wide "Complaint Management" framework was established across Logo Yazılım to enhance the customer experience and ensure the effective management of all complaints. During this process, the customer journey was analyzed in detail, with both existing and new touchpoints identified, and all processes reviewed end to end. First, the establishment of a dedicated customer team made it possible to quickly address incoming complaints, to assign them to the relevant units through internal systems, and to track them effectively. In addition, SLA structures were put in place across departments, creating a more effective and structured approach to complaint management.

Logo Yazılım continuously improves its products and services with a strong customer-oriented approach. By holding regular conversations with customers, the company gathers insights into expectations, experiences, and feedback, and integrates this information across all business processes to deliver better solutions. Within this scope, customer journeys are designed with a customer experience perspective in new projects, and efforts are made to ensure that customers have the most optimal journey possible. To support this approach, the "Customer First" team was established to centrally handle negative feedback from all channels, address issues quickly, and coordinate follow-up with the relevant teams. Quarterly reports are shared with all teams. Root cause analyses are conducted to understand the underlying reasons behind negative feedback, and action plans are developed collaboratively with the responsible teams. All feedback received through different channels is handled with care and tracked end to end until it is fully resolved.

Logo Yazılım continues to regularly collect customer feedback, plan actions based on these insights, and further develop a company-wide, customer-oriented approach embraced by all employees. To support this approach, a customer experience platform has been established, enabling all customer feedback to be gathered in a single location and monitored in real time by employees across the company.

Logo Yazılım manages the customer experience by prioritizing the security of customer data and embracing a mindset of continuous improvement in customer satisfaction. In this context, the Company works closely with its stakeholders to listen to and better understand customer feedback and collaborates with those in direct contact with customers to define and implement the necessary actions.



Product and service innovations shaped by customer feedback

- Customer relations and support teams have been consolidated under the Customer Experience function.
- Service Level Agreement (SLA) frameworks have been defined to manage and monitor each operational process.
- The Complaint Management process has been redesigned end to end, enabling all complaints to be tracked and reported through a centralized system by a single dedicated team.



Actions taken in line with customer expectations

- New in-product touchpoints have been introduced to provide customers with faster and easier access to support.
- Customers who submit requests are automatically informed of their request numbers, enabling them to track their cases more easily.
- The voice response system has been unified across all products, creating a simpler and more streamlined experience, while customers are now able to share feedback quickly and easily through multiple touchpoints.



Customers and business partners can easily and quickly submit their requests to Logo Yazılım through multiple channels, including phone, email, Logo Portal, Live Chat, and the Polaris knowledge base. The voice response (IVR) system has been redesigned with a simpler and more intuitive flow, making it easier for customers and all other stakeholders to reach the right support team without delay. In addition, new in-product touchpoints are being introduced to ensure faster and more convenient access to support services, including live chat features that enable users to receive immediate assistance while using the products.

At the Teleperformance Diyarbakır site, Logo Yazılım Solution Center team handles customer calls through an outsourced model. This collaboration creates employment opportunities for Logo Yazılım in Diyarbakır, while supporting the training of professionals who are proficient in more than 60 Logo products and provide written and verbal support to both potential and existing customers across multiple touchpoints. With a strong focus on total value creation, Logo Yazılım prioritizes offering opportunities in regions where employment options are limited, helping young people gain new skills and actively participate in economic life.

In 2025, a total of **792,682** customer requests were received by phone, and **88%** of these were successfully handled. If the same customer calls again within 24 hours after a request is closed, the previous request is automatically reopened. In addition, when a business partner with an open request contacts the support team, they can use the IVR system to ask to be connected to the representative they previously spoke with.

As part of its customer management strategy in 2025, Logo Yazılım redesigned its IVR flow to provide faster and easier access through a single point of contact and consolidated the different phone numbers used for various products into one central number: 0850 833 56 46.



Customers and businesses in need of enterprise software can reach Logo Yazılım at **0850 833 56 46** and the corporate website **www.logo.com.tr**

Logo Yazılım continues to focus on building long-term relationships by offering secure solutions that are aligned with customer needs. Transparency, data security, and customer privacy remain core principles, helping establish a strong and trusted relationship between Logo Yazılım and its customers. To improve experiences across different touchpoints, customer journeys are mapped in detail, areas for improvement are identified, and action plans are developed in collaboration with relevant teams. The impact of these efforts on customer satisfaction scores is closely monitored. To measure the performance of customer experience processes, the following key performance indicators (KPIs) are tracked:

- **Net Promoter Score (NPS);**
- **Customer Satisfaction Score (CSAT);**
- **Customer Effort Score (CES);**
- **Complaint Resolution Time; and**
- **Call Answer Rate within the first 20 seconds (SLA).**

Among Logo Yazılım’s long-term goals are strengthening customer loyalty, delivering a consistent experience across all touchpoints, and managing customer experience in line with global standards.

In 2025, a total of **12,944** feedback entries were received from **7,579** customers. Customer feedback is taken into account across all touchpoints, and continuous improvement actions are implemented by combining employee suggestions with contributions from stakeholders across the Logo ecosystem.

Based on the feedback collected, the Customer Satisfaction Score was recorded at **67.77**. Throughout the year, customers and business partners submitted requests through multiple channels, and more than **750,000** support requests were successfully handled in 2025. These requests were managed through various touchpoints.



750,000+ support requests resolved



67.77 Customer satisfaction score

Special services for strategic customers

As a reflection of its customer-oriented approach, the **Strategic Customer Management team** has been established to deliver a differentiated, value-driven brand experience. The team focuses on increasing customer satisfaction, strengthening the adoption and sales of Logo solutions among strategic and new customers, enhancing customer loyalty, and creating new opportunities around business models, products, and brand partnerships. Strategic customers are given priority through dedicated classifications for their support and product development requests.

To celebrate long-term value creation with strategic customers, the company organizes special initiatives for milestone anniversaries such as the 10th, 15th, 20th, and 25th years of collaboration, including the presentation of commemorative plaques and dedicated events. Strategic customers who create value using Logo’s functional solutions are also invited as panelists to share their experiences at physical **Logo Functional Solutions Events**. In addition, strategic customers are designated as beta users ahead of new product launches, allowing them to actively contribute to value creation during the development process.

In close coordination with the marketing team, **Customer Success Stories** are developed and produced to showcase the value generated through Logo solutions and share these successes with all stakeholders. Further details on these success stories can be accessed [here](#).

Through strategic collaborations with leading manufacturers, industry associations, and various organizations across Türkiye, Logo Yazılım’s **Business Development team** delivers solutions tailored to the specific needs of its customers. Working closely with Logo Yazılım Business Partners, the Digital Transformation Services team, and other stakeholders within the Logo ecosystem, customer requirements are addressed through a holistic and integrated approach. Following a comprehensive needs analysis of customers’ suppliers and dealers, projects are launched to deliver end-to-end solutions aligned with these requirements. In this

context, Logo Yazılım created measurable value and differentiation in 2025 through innovative solutions and initiatives in the following areas:

- A functional solutions dealer expansion project was successfully implemented.
- A project solution developed for the education sector was positioned with a new customer, and its integration with the Tiger ERP solution family was completed in 2025.
- The ERP–DMS project carried out with a distributor customer in the tractor sector was successfully completed, and the value created was shared through a published success story.
- A collaboration was established with the Automotive Distributors and Mobility Association (ODMD).

Through this approach, all customer needs are addressed with an ecosystem-focused perspective and a holistic service model that supports their digital transformation journey.

Logo Yazılım Business Development team works closely with Logo Business Partners, Digital Transformation Services (DTS) team, and various stakeholders across the Logo ecosystem to assess customer needs in a comprehensive manner. In 2025, new customers were acquired in the Banking, Financial Technologies, Defense Industry, and Energy sectors within the scope of Digital Transformation Services. In addition, both total and recurring revenues from **Digital Transformation Services** increased during the year.

As part of Digital Transformation Services, Logo Yazılım completed an end-to-end digital transformation project for a new customer using j-Platform ERP (integrated with the production system), Treasury Wizard, and Logo Mind Insight. This project enabled comprehensive tracking of project costs and budgets, accounting and finance processes, bank integrations, and reporting. Within this framework, a data collection project solution was also positioned to allow real-time monitoring and reporting of sales and inventory data for the dealers of another group company operating with a dealer network.



Logo Yazılım Strategic Customer Management team has played a key role in achieving a **100% renewal rate** for LEM (Logo Enterprise Membership) within the strategic customer portfolio over the past five years.



Support and consulting services

Built on the principles of knowledge sharing, high availability, and business continuity, the Support and Consulting Services unit prioritizes operational excellence for Logo Yazılım and its stakeholders. With a customer experience-oriented approach aimed at strengthening customer loyalty and a strong focus on customer satisfaction, the unit provides support services to ensure that any negative experiences encountered by customers and solution partners in the field are resolved as swiftly as possible. Individual-based evaluations of support services received from customers and business partners are used to identify areas for improvement. In line with Logo Yazılım's cloud transformation strategy, a dedicated support line has also been established in recent years specifically for Logo cloud service subscriptions. In addition, tailored service packages are offered to users of Logo cloud services during new service onboarding or upgrades to higher-tier packages.

Effective communication with customers and business partners is maintained through Logo Portal, where every

request or feedback submitted to the support teams is systematically tracked. This approach allows customers to transparently monitor each evaluation stage of their requests or feedback within Logo.

As communication has increasingly shifted to digital channels, webinars and online meeting platforms have been actively used to deliver the support tools needed by customers and business partners. To further enhance the customer experience, Logo Yazılım provides video and written content offering detailed product information for both customers and business partners. Through the company's YouTube channel and Logo Docs platform, users can quickly access the product information they need. In 2025, 431 videos published on the **Logo Support** YouTube channel reached a total of 422,619 views, representing a **9.83%** increase compared to 2024. During the same year, 70 videos uploaded to the **eLogo** YouTube channel generated 125,869 views, while 8 videos published on the **Logo İşbaşı** YouTube channel reached 492,707 views.

According to the customer survey conducted to assess the services delivered by Logo's support teams, the quality of service was rated at **4.31** out of 5.

To further enhance the customer experience, a total of **402** days were dedicated to on-site visits, meetings, demos, and consulting services. As part of the expansion of Logo's functional products, project support was delivered in collaboration with Logo Business Partners, amounting to **18.5** days for Logo CRM, **118** days for Logo j-HR, **46** days for Logo WMS and WMP products, and **139.5** days for the Logo Flow product.

To further enhance the experience it delivers to customers and to create differentiation within its sector, Logo Yazılım organizes various events in collaboration with both internal and external stakeholders. Within this framework, **Customer Experience Webinars** were launched, along with company-wide sessions open to participation from across the organization. Through these webinars, customer experience is addressed under different thematic focus areas. In addition, "**Shaping the Customer Experience Together**" workshops were implemented in collaboration with Logo Yazılım Business Partners.



4.31*

Customer quality score for services received from Logo support teams

**Evaluated on a five-point scale.*



Support services (Logo Yazılım Türkiye)

	2023	2024	2025	
Remote support services	Overseas	475	437	442
	Total	145,575	152,355	147,016

Customers and business partners can easily reach Support teams whenever additional information or assistance is needed. In 2025, a total of **147,016** remote support services were delivered, including **442** provided to overseas users. Of all support requests received by phone, **94%** were successfully handled by Logo's support teams. The rate of calls answered after exceeding the defined waiting time represented **14.6%** of all incoming calls in 2025.



In 2025, Logo Yazılım delivered a total of **147,016** remote support services, including **442** services provided to international customers.



Data security and privacy

The global cybersecurity landscape is facing rapidly evolving threat dynamics. Findings of the World Economic Forum Global Cybersecurity Outlook 2025 Report²⁰ underline that today's cyber environment is not only characterized by an increase in threats, but is also becoming increasingly complex and difficult to predict. In this context, factors such as geopolitical uncertainty, emerging threat vectors, and the rapid adoption of new technologies are significantly reshaping the digital security environment and making effective defense more challenging.



Through its ongoing investments, Logo Yazılım continues to develop robust practices designed to protect customers' information and data security. With its product and service portfolio, the Company aims to meet customer needs while prioritizing the protection of personal rights within this framework.

Logo Yazılım adopts a holistic approach to security and privacy, addressing these topics across all end-to-end processes. The Company's "Information Security Policies", "Data Protection Policy", and "Personal Data Processing Policy" cover the security of data and information belonging to all relevant stakeholders, including customers, employees, business partners, and suppliers.

For more detailed information on Logo Yazılım's Management Systems, please click [here](#).

Information within Logo Yazılım is labeled and classified based on data sensitivity, and protection measures are applied in line with the assigned sensitivity levels. In this area, studies are conducted in accordance with sectoral and management system standards, and regular audits are carried out by independent certification bodies. As a result of these audits, the necessary certifications are obtained to demonstrate the compliance of Logo Yazılım's systems with the relevant standards. In addition, full compliance is maintained with applicable legislation and regulatory authority decisions.

Data security and privacy are among Logo Yazılım's top priorities, particularly within the scope of its service-oriented strategy and the transition to cloud-based

²⁰. WEF Global Cybersecurity Outlook 2025

products. All processes related to cloud solutions are designed and managed in compliance with legal requirements and industry best practices, with a strong focus on confidentiality and security.

At Logo Yazılım, information security is managed in line with the "ISO 27001 Information Security Management System" standard. Through ISO 27001, the Company aims to ensure business continuity, minimize risks and potential damages arising from security incidents, manage risks related to information created, processed, and stored within its technology infrastructure, and protect all physical and digital information assets through continuous improvement efforts. In addition, the integration of the Information Security Management System into Logo Yazılım's overall governance structure is considered critical, ensuring that information security is taken into account in the design of processes, information systems, and controls. In line with the requirements of the management system, Logo Yazılım defines its information security objectives and activities, plans and implements actions within the framework of recognized standards, monitors their effectiveness, and ensures the continuous improvement of the system.

Through the ISO 22301 Business Continuity Management System, Logo Yazılım aims to ensure, in the event of incidents beyond the Company's control such as disasters and emergencies, the protection of the life and safety of employees and all visitors across its offices as a top priority. The system also seeks to ensure the uninterrupted fulfillment of customer and investor expectations and needs, enable rapid and effective response in the event of potential disruptions, and prevent financial losses and reputational damage. In line with this approach, business impact analyses are conducted to identify potential losses and downtime that may arise during emergency situations. In addition, business continuity drills are carried out to test the validity of these analyses, and improvement actions are implemented where deemed necessary.

As part of ongoing information security improvement efforts, compliance studies aligned with the ISO 42001 Artificial Intelligence Management Systems standard have been completed, and certification was obtained following a successfully concluded certification audit.

At Logo Yazılım, efforts are also ongoing to ensure compliance across all applications, particularly those integrated with banks, with the provisions of the Regulation on Banks' Information Systems and Electronic Banking Services issued in 2020 by the Banking Regulation and Supervision Agency.

Through regular vulnerability scans, Logo Yazılım strengthens its cybersecurity infrastructure by maintaining secure digital environments and reinforcing customer trust. In parallel, periodic penetration tests are conducted to identify potential weaknesses in the digital infrastructure and to assess resilience against possible cyberattacks. These scanning and testing activities enhance the Company's reliability and contribute to its competitive position in the sector. At the same time, compliance with regulatory requirements helps protect corporate reputation, reduce potential legal risks, and support long-term business sustainability.

Key outcomes of these Information Security projects include ongoing initiatives to raise awareness among remote end users through monthly programs, an increase in the frequency and scope of penetration testing, and the integration of information security practices into product development processes. All cloud services are regularly subjected to security scans to detect existing and emerging vulnerabilities, while software development teams are supported with training platforms to strengthen secure software development capabilities.

To ensure the secure delivery of payment services and the protection of customer data, services are provided in compliance with the international Payment Card Industry Data Security Standard (PCI DSS 3.2.1). Security and privacy performance are continuously monitored through collaboration with payment service providers, as well as through annual external and internal audits.

The Logo Group Personal Data Protection and Information Security Committee was established to ensure compliance with personal data protection legislation, the decisions of the Personal Data Protection Authority (KVKK), and internationally recognized information security standards. The Committee is responsible for ensuring the implementation and continuity of the Company's policies and processes related to personal data protection and information



security, carrying out information security initiatives that support compliance with data protection legislation, and fulfilling other obligations stipulated under the relevant regulations. It also defines company-wide rules, roles, and responsibilities, and oversees the monitoring and auditing of their implementation. The Committee convenes regularly twice a month, or immediately in case of emergencies.

Training is provided as part of the onboarding orientation process to inform employees on these matters. In the years following orientation, mandatory training is delivered to all employees under the Information Security Awareness Training program to enhance awareness and keep knowledge up to date. This training includes modules on the Law on the Protection of Personal Data and the ISO 27001 Information Security Management System standard.

In 2025, Logo Yazılım delivered a total of **1,001 hours of training on the Law on the Protection of Personal Data (LPPD) and 2,140 hours of training on information security and customer confidentiality** for its employees. Participation and completion rates for these trainings increased significantly compared to the previous year. One of the main drivers of this increase was the effective implementation of regular monitoring and reminder mechanisms. Participation was encouraged through regular email reminders, individualized follow-up processes, manager-specific information and reminder messages, and reminders issued by senior management. In addition, unit-based supportive initiatives were organized to enhance the effectiveness of the trainings. Webinars and information sessions conducted by relevant departments enabled participants to derive maximum benefit from the training programs.

Total training hours	Unit	2023	2024	2025
Information Security and Customer Confidentiality	hours	134	49	2,140
Law on the Protection of Personal Data (LPPD)	hours	939	295	1,001

Mandatory Secure Coding Training is provided to Software Development Teams to enable them to develop secure applications and strengthen resilience against the growing number of cyberattacks each year.

At the end of each year, an Information Security Awareness Plan is prepared, and the content of awareness activities is defined within the scope set out in this plan. To ensure the required level of awareness, relevant tools and platforms are developed,

and awareness initiatives are implemented for users accordingly.

In addition, Information Security Awareness activities are carried out across the Company every November. Within this framework, informative content aimed at increasing awareness of information security is shared with employees, and incentive-based competitions and webinars related to this content are organized.

Sustainability across the business partner ecosystem

Business partner ecosystem

As Türkiye's most extensive business software network, Logo ecosystem represents one of Logo Yazılım's key competitive advantages, supported by the expertise and experience of more than 1,000 business partners. Logo Business Partners create value across the entire customer journey, from license sales and the delivery of software implementation projects, from customer-specific customizations to support services.

Logo Yazılım considers its business partners to be an integral part of its ecosystem and among the most critical stakeholders of its business model. Through its annual Business Partners Meeting, as well as thematic meetings organized in line with specific needs, the Company shares its strategy and its medium- and long-term objectives derived from this strategy with its business partners. Within Logo business partnership model, partner statuses are defined by product groups and categorized as Logo Business Partner, SME Business Partner, and Corporate Business Partner. In addition, the Solution Development Partner status covers partners that develop applications by leveraging Logo Yazılım's technologies. SME Business Partners and Corporate Solution Development Partners, each with distinct responsibilities and benefits, are classified based on criteria such as the duration spent in their previous status, financial standing, number of certified employees, physical office requirements, revenue targets, and growth potential.

The evaluation and onboarding process for business partners is managed by the Channel Development unit. Partner candidacy processes are carried out in line with the training provided and based on defined evaluation criteria. At the end of this approximately one-year process, candidates that demonstrate success in areas such as new customer acquisition, achievement of revenue targets, customer satisfaction, and compliance with Logo Yazılım's operating principles are admitted to the ecosystem.

Within the scope of the "Functional Partnership" activities managed by the Functional Solutions Sales unit, the aim is to support business partners seeking to develop expertise in one or more functional solution areas, including Customer Relationship Management, Warehouse Management Systems, Human Resources Management, Field Sales

Applications, Workflow Management, and Business Analytics. These activities also seek to foster new collaborations within the ecosystem by matching specialized business partners with other partners. To ensure that knowledge remains up to date, dedicated training sessions, workshops, evaluation meetings involving product, marketing, support, and sales teams, as well as project support days are organized specifically for Functional Business Partners. In addition to tracking performance against defined targets, their development progress and project outcomes are closely monitored.

Cloud Partnership activities, managed by the Cloud Solutions Sales unit, aim to enable both existing business partners and newly onboarded partners to specialize in Logo Yazılım's Cloud ERP solution family, which is built on next-generation technologies. Within this framework, Cloud Partners are supported through structured training programs and certified accordingly, while their development is reinforced through evaluation meetings involving product, marketing, support, and sales teams. In addition, Sales and Customer Management teams provide support by enhancing process management related to new customer acquisition, customer retention, and churn management. This approach ensures a sustainable business model driven not only by revenue growth but also by continuous development and capability building throughout the process. As part of international channel activities, Logo solutions are exported to international customers across a broad geography, including Asia, the Middle East and the Arabian Peninsula, North Africa, and Central Europe, through business partners and ecosystem collaborations. Post-sales support services are also provided in these markets.

Logo Yazılım has been delivering training programs for its business partners for many years. Through trainings delivered by experienced and expert teams, Logo Business Partners and Logo Expert candidates receive training on Logo solutions as well as personal development topics. In addition, training programs delivered by the Logo Academy's Product and Solution Training unit enhance the competencies of employees at companies using Logo products and services, enabling them to make a difference in their business processes through the competencies they acquire.



Business partner corporate transformation and customer experience

Logo iş ortaklarının sürekli büyümeleri ve kurumsal The continuous growth and corporate transformation of Logo Business Partners are among the key priorities of Logo Yazılım. Business partners across different regions of Türkiye that contribute to Logo Yazılım's corporate brand integrity, enhance their visibility in both digital and physical channels, and implement successful best-practice initiatives are actively supported. By encouraging partners in this direction and promoting good practices, the Company aims to strengthen corporate culture across the ecosystem. To support the institutionalization of business partners, specific criteria are defined and a corporate performance scorecard is created for each partner, which is monitored through regular reporting. A similar candidate partner scorecard is also being developed for companies applying to become Logo business partners.

In parallel, within the scope of the customer experience development program, dedicated scorecards are created for business partners. Through this system, which is tracked via regular reports, business partners are assessed based on their customer experience development capabilities, and differentiated approaches are applied according to their maturity levels. Planned initiatives based on the outcomes include training programs and referrals to sales opportunities.



Sustainability across the value chain

Adopting an ecosystem-driven approach, Logo Yazılım aims to enable the multi-stakeholder transformation and long-term sustainability of the information technology ecosystem. Within the scope of ESG-related topics, the Company has also established an Environmental Policy and a Code of Ethics Guideline for its suppliers and business partners. Following the implementation and maturation of global and local best practices aligned with its strategic focus areas within Logo Yazılım, these practices are then extended across the broader ecosystem.

As a leader in the domestic software sector, Logo Yazılım shapes Türkiye's information technology landscape together with its ecosystem, contributes to the broader IT ecosystem as a platform for integrated value creation, and supports the mission of advancing the digitalization of the economy.

Playing a significant role in the development of domestic software capabilities, Logo Yazılım has made substantial contributions to the growth and advancement of the sector since the mid-1980s. Although the software industry still represents a relatively small share of the Turkish economy, it is a high value-added sector. The primary contribution and most significant impact of the Logo ecosystem on the local economy lies in delivering high-quality products and services that support the digital transformation of SMEs, which form the backbone of Türkiye's economy. Through digital transformation, SMEs are able to enhance their competitiveness and ensure the long-term sustainability of their businesses.

Logo Yazılım operates within an ecosystem that includes **more than 900** employees and, together with the employees of its business partners, encompasses a community of **over 5,500** people.

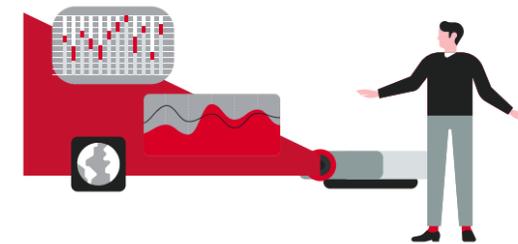
NextGeneration development program

To support the long-term sustainability of its strong ecosystem of more than 1,000 business partners across Türkiye, Logo Yazılım launched the **NextGeneration** development program. Designed for second-generation representatives aged 20–26 from Logo Business Partners operating as family-owned companies, the program consists of a six-month curriculum combining in-person and online training sessions.

Within the scope of institutionalization and business functions training, participants benefit from a comprehensive curriculum covering family-owned businesses and corporate culture, sales, finance and accounting, marketing, customer experience, social media management, and human resources. In addition, product and project training is provided across a wide range of

topics, including ERP solutions, functional products, database technologies, project management, artificial intelligence, and machine learning.

Within the content of the NextGeneration development program, trainings designed to prepare participants effectively for company management are delivered under the "personal development" area. This area includes topics such as branding, presentation skills, team building and leadership, and time management. As part of the program, participants are offered Logo ERP training (GO, Cloud, Netsis, and J-Platform) and hands-on project training. In addition, they are given the opportunity to participate in elective projects, including the use of artificial intelligence models in business processes and time planning in project management.



Through the **NextGeneration Program** Logo Yazılım aims to further strengthen and sustain its contribution to Türkiye's **software ecosystem.**



Employee experience focused approach

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Management approach

Logo Yazılım invests in the future of its people by focusing on human capital and the next-generation workforce as part of its ambition to lead the digital transformation of industries.

In this context, the Company equips its employees with new skills and digital tools, enabling them to actively contribute to digital transformation processes. While encouraging employees to take an active role in business processes, Logo Yazılım prioritizes job satisfaction, career development, and continuous performance improvement, fostering a work environment in which employees feel engaged and motivated. The Company continues to provide a safe and healthy workplace and implements best practices to support both mental and physical well-being, in line with regulatory requirements and global developments.

Material topics

- Employee engagement and happiness
- Diversity, equality and inclusion
- Occupational health, safety and employee welfare
- Talent management

A safe and healthy working environment supported by the **ISO 45001:2018 Occupational Health and Safety Management System**

Logo Türkiye employee engagement score: **86%**

“Great Place to Work” certification for Logo Türkiye



Learning and development activities delivered under the **Logo Academy** framework

Total occupational health and safety (OHS) training: **2,734 hours**

Average training hours per employee: **29.7 hours**

Contribution to the UN 2030 Sustainable Development Goals

- 4 QUALITY EDUCATION**
Logo Yazılım supports younger generations by providing educational opportunities that help them develop their skills. By fostering an inclusive environment grounded in gender equality and engaging future talent through internship programs, the Company diversifies the employee experience and strengthens its talent pipeline.
- 5 GENDER EQUALITY**
By strengthening gender equality in professional life, Logo Yazılım continues to increase female representation and cultivate an equality-driven workplace culture that strengthens the overall employee experience.
- 8 DECENT WORK AND ECONOMIC GROWTH**
Prioritizing equal opportunity and diversity, Logo Yazılım provides all employees with an equal, fair, safe, and healthy working environment. It implements a range of initiatives to support employees' physical, social, emotional, and financial well-being.
- 10 REDUCED INEQUALITIES**
Logo Yazılım prioritizes diversity and equity and adopts an innovative, inclusive corporate structure. By valuing differences and diverse perspectives, the Company works to build a strong and creative workforce.



Employee experience focused approach

Employee experience has evolved beyond being merely a component of talent management and has become one of the defining elements of corporate culture.

Within this framework, Logo Yazılım aims to build and manage teams with high levels of capability and engagement, placing a people-centered approach at the core of all human resources practices.

Logo Yazılım focuses on transforming its human capital and new-generation workforce in order to lead the digital transformation of industries. It invests in the future of both its employees and young talent across the sector as part of its digital transformation journey.

By prioritizing equal opportunity and diversity, Logo Yazılım provides a work environment in which all employees can work with motivation and a strong sense of commitment. Through diversity and inclusion initiatives, the Company promotes the coexistence of employees with different genders, religions, languages, ethnic backgrounds, sexual orientations, ages, abilities, experiences, and generations, while aiming to develop strong talent profiles and foster a workplace culture that respects and supports diversity and evolving needs.

Number of Logo Türkiye employees by year*



*End of period data.



Logo Yazılım aims to bring together diverse identities and generations in a harmonious way, supporting the development of strong talent profiles and the continuity of a respectful and inclusive workplace culture.

While supporting all Logo employees in reaching their full potential, the Company emphasizes that they remain in the driver's seat of their own careers. Within Logo Yazılım's Türkiye operations, the learning-oriented career development model, **Logo GROW**, is built around four core dimensions: **performance management, career development, learning and development, and succession planning**. The model is designed to enable employees to shape their own career journeys and take a more active role throughout that process. Through this approach, Logo Yazılım aims to ensure that everyone has ownership of their career path and access to equal career opportunities and development possibilities.

Logo Yazılım places strong importance on the employee experience throughout the entire lifecycle, starting from recruitment and onboarding. One of the most critical elements of Logo Yazılım's culture is collaboration and a strong sense of teamwork. To help new Logo employees feel part of the Company and adapt quickly, a **"buddy system"**, a **"welcome package"**, and a digital **"onboarding"** process delivered through software solutions developed by Logo Yazılım's subsidiary, Peoplise, are implemented, ensuring support from the very first day.

Within Logo Yazılım's people-centered culture, the physical, social, emotional, and financial well-being of employees is a clear priority. To this end, flexible working practices have been in place since 2020.

In addition, a fair, transparent, and market-aligned compensation approach is adopted. In this framework, the compensation system at Logo Yazılım is based on the Korn Ferry methodology. All roles within the organization are classified into job families and levels through job evaluation studies, and the compensation structure is designed accordingly. To ensure that the system remains current and competitive, regular surveys and market benchmarking studies are conducted each year, and the compensation framework is updated in line with the findings.

In addition, to enhance the employee experience and foster a workplace built on trust, the Company operates an **Ethics Hotline** through which reports are handled with due care. Reports submitted through the system are first forwarded to the Company's legal counsel and are subsequently reviewed by the lawyers in line with ethical principles before being submitted to the Ethics Committee. All reports referred to the Ethics Committee are examined thoroughly and impartially, in accordance with the Company's Code of Ethics, applicable legislation, and human rights principles. Confidentiality is strictly maintained throughout all review processes conducted by the Committee.

Further details are provided in the **"Business ethics, transparency and compliance"** section of the report.





Talent management

In today's business environment, where digital transformation is accelerating, the workforce's ability to adapt to evolving skill requirements calls for moving beyond traditional learning approaches.

In this context, it has become clear that theoretical learning alone delivers limited impact, while learning by doing is what truly drives transformation. Accordingly, emphasis is placed on providing employees not only with instruction, but also with opportunities to gain hands-on experience by accessing state-of-the-art digital tools and platforms in secure, risk-free environments.²¹ Bu kapsamda, beceri gelişiminin önceliklendirilmesi ve teknolojinin tüm çalışanların kullanımına açılması, daha kapsayıcı, dinamik ve geleceğe hazır bir iş gücü oluşturmak açısından kritik önemdedir.

Prioritizing skills development and making technology accessible to all employees is therefore critical to building a more inclusive, dynamic, and future-ready workforce.

Logo Yazılım recognizes the evolving and rapidly changing nature of the workforce and leverages the power of technology to actively engage all employees in its digital transformation journey. By equipping employees with new skills as well as digital tools and capabilities, the Company prepares its workforce for the future. As a result, Logo Yazılım employees are able to develop creative solutions that respond to the needs and expectations of customers and society.

Through the use of automation, data analytics, artificial intelligence, and other emerging technologies, Logo Yazılım continues to invest in the development of its employees' capabilities, supporting both the enhancement of existing skills and the attraction of new talent to the Company. In line with its strategic goals, Logo Yazılım provides employees with personal and professional training throughout their career journeys,

enabling them to build competencies aligned with the demands of the digital age. In addition, comprehensive potential assessment practices covering all employees are carried out as part of the Company's talent management processes.

Logo Yazılım operates a comprehensive talent management process that supports strategic decision-making and is built on a holistic approach to human capital. This approach is supported by the following components:

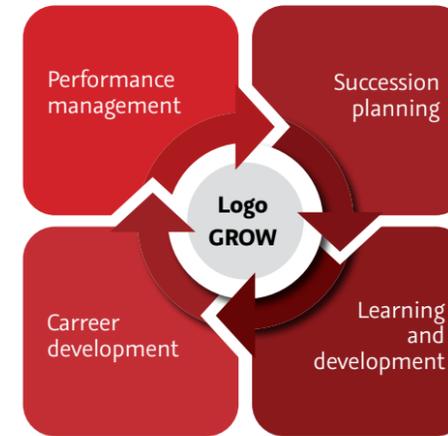
- Potential assessments;
- Role criticality analyses;
- Succession planning;
- Risk analyses;
- 4Box assessments.

Logo Yazılım digitized all talent assessments in 2025 through the **Recognise** platform, activating system-based evaluation screens and creating a centralized digital record. The outputs of these assessments are shared regularly with senior management and serve as a basis for strategic decisions related to talent development, succession planning, and role assignments.

In addition to efforts aimed at identifying talent and building talent pools, succession planning activities are carried out across the organization to fill open roles using existing internal capabilities. This approach enables internal mobility by offering employees the opportunity to transition into roles that align with their skills and potential. Furthermore, to support talent retention, individual action plans are developed for employees and closely monitored over time.

21. WEF Bringing the Digital Talent Crisis

Logo GROW career development model



Logo Yazılım uses the outputs of its performance and career management processes, which identify employees' personal and professional development needs, as key inputs for the **Logo GROW Learning-Oriented Career Development Model**.

The **Logo GROW** Model is structured around four **core dimensions**: performance management, career development, learning and development, and succession planning.

Logo GROW is a learning-oriented career model. Through this approach, Logo Yazılım aims to ensure that everyone has ownership of their career path and access to equal career opportunities and development possibilities. Logo Yazılım has established Subject Matter Expert (SME) career paths for employees who wish to deepen their expertise and progress into strong technical advisory roles. At the same time, the Company provides appropriate development opportunities to nurture

future Logo leaders from within, offering a system that enables high-potential employees to fully realize their capabilities.

In parallel, mentoring programs are implemented to support internal leaders and strengthen leadership potential. Experience sharing and mentoring with senior executives contribute to the development of strategic thinking, decision-making skills, and diverse perspectives among employees with high leadership potential. Within the scope of talent management, an internal mentoring program designed for Logo leaders paired 18 mentees at leadership level with 12 volunteer senior leaders serving as mentors. As part of this program, an average of six hours of mentoring sessions per leader was delivered annually, totaling 108 hours of mentoring sessions.

Reflecting the motto "You're behind the wheel!", the Company opens all internal job postings to applications from its employees. To enable employees to take an active role in shaping their own career journeys, internal mobility processes are designed to be transparent and easily accessible. Throughout this journey, employees are supported through career discussions with Human Resources Business Partners (HRBPs), helping them plan their development and career paths. As a result of the internal recruitment process carried out under the Logo GROW framework, 15 percent of open positions in Türkiye operations were filled by internal candidates.

In addition, open roles are filled through initiatives designed to support the integration of young talent into Logo Yazılım. In 2025, the position fulfillment rate through young talent programs (Log-in Bootcamp, Log-in Junior, Log-in Summer, Log-in Winter, and Log-in Tech) reached 9%.

Recruitment processes at Logo Yazılım





Performance management

At Logo Yazılım, effective career and performance management plays a critical role in achieving strategic objectives. The Company's performance management system is designed not only to assess employees' and managers' outputs and contributions, but also to serve as a core tool for defining and implementing individual development plans. Logo Yazılım provides a work environment in which achievements are recognized and personal development is actively supported. Through annual performance reviews, all employees have the opportunity to regularly monitor and guide their development journeys. Under the Logo Academy framework, the continuity of training programs aimed at developing technical, functional, leadership, and individual competencies is ensured, enabling employees to grow in line with digital and technological advancements.

In 2022, the performance management system was transformed into an **OKR-based model (Objectives and Key Results)** built on management-by-objectives principles. The OKR framework serves as a strategic

management tool that translates corporate strategies into individual goals, enables regular tracking of results, and fosters a shared sense of direction across the organization. Individual objectives are defined in alignment with company strategies, with this alignment reinforced through goal-setting workshops conducted across all business units. Within this framework, OKR tracking and performance measurement are carried out on an annual or quarterly basis, depending on team dynamics, using performance tools and applications best suited to organizational expectations and needs.

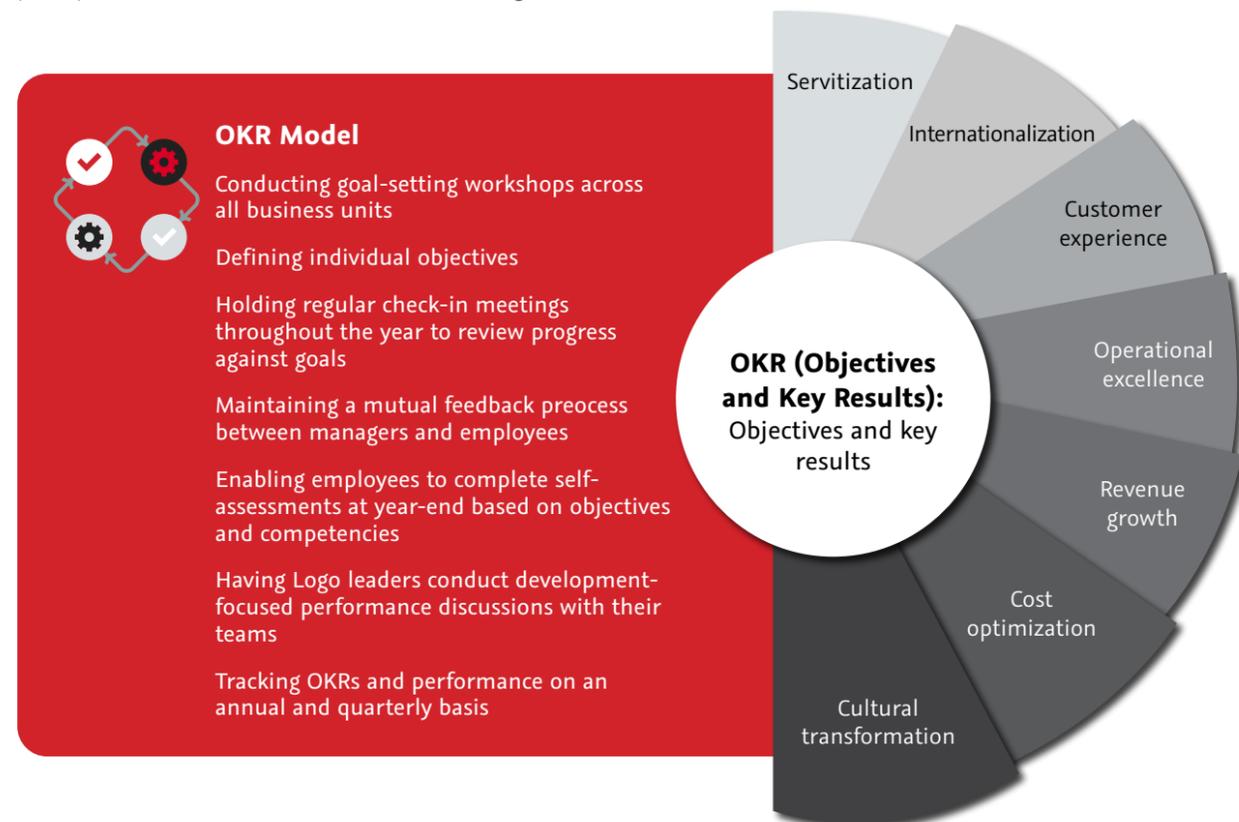
The OKR model is designed to align with Logo Yazılım's medium- and long-term strategy. Within this framework, Objectives are defined around the following **seven strategic focus areas**:

- Servitization
- Internationalization
- Customer experience
- Operational excellence
- Revenue growth
- Cost optimization
- Cultural transformation

Logo Yazılım Group objectives, business unit objectives, and individual objectives are defined in alignment with these strategic focus areas. In this way, a holistic goal management approach is adopted, inspired by the Company's vision, mission, and values.

Through regular **check-in** meetings held throughout the year, managers and employees review progress against objectives and engage in mutual feedback. These discussions enable teams to update their goals and manage plans dynamically, without waiting the year-end. In addition to one-on-one meetings, the use of a real-time feedback module has strengthened the continuity of the performance culture by making employees' strengths more visible and ensuring that development areas are addressed in a timely manner.

At year-end, employees complete self-assessments based on their objectives and competencies, while Logo leaders conduct development-focused performance discussions with their teams. Where needed, an Individual Development Agenda is jointly created to identify and support personal development areas.



In 2025, **96%** of employees in Türkiye participated in a performance evaluation process based on multi-dimensional and measurable objectives.



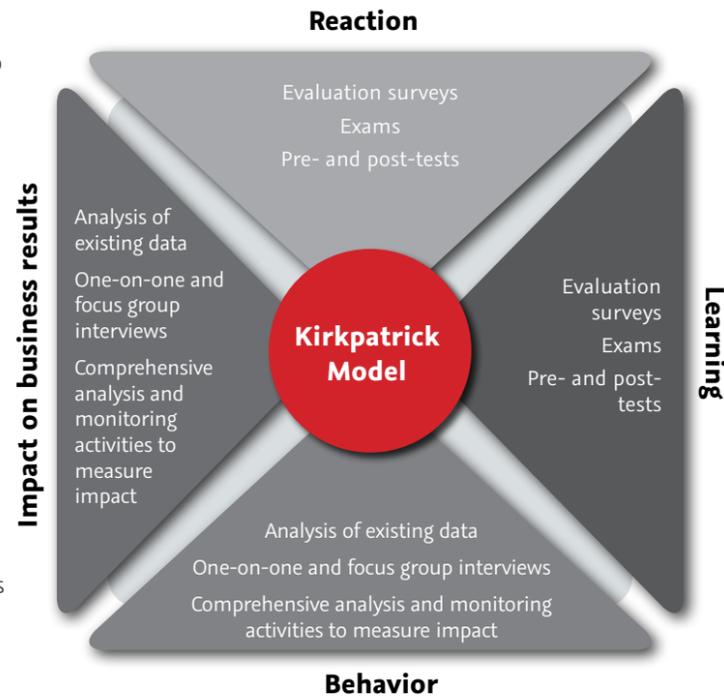


Learning and development

Logo Yazılım offers a broad development ecosystem, ranging from internal training programs and digital onboarding and orientation processes to the Leadership Academy, one-on-one coaching for managers and leaders, the Finance and Law School, and the Logo Business Partners Development Program. This structure strengthens competencies by providing learning and development opportunities that are aligned with the Company's culture and tailored to different roles and stages of employees' career journeys.

Employee development programs are evaluated in accordance with the **four-level Kirkpatrick Model**, covering **reaction, learning, behavior,** and their **impact on business results**. To measure reaction and learning, evaluation surveys, exams, and pre- and post-assessments are applied. To assess the impact on behavior and business outcomes, existing data is analyzed and supplemented with one-on-one and focus group interviews. In addition, for initiatives designed to measure these impacts, comprehensive analysis and follow-up activities are carried out through in-depth measurement processes.

The **employee development programs** implemented at Logo Yazılım are as follows:



- Internal trainer program** Based on employees' areas of expertise, the Internal Trainer Program enables colleagues within the Logo Academy ecosystem to serve as trainers in education programs delivered to business partners, organizations within the scope of social responsibility initiatives, and academic collaborations. As part of this program, more than 50 internal trainers and subject-matter experts are actively involved.
- Digital orientation and onboarding process** Onboarding processes have been transferred to a digital environment through the Harmonise product developed by Peoplise, enabling a structured digital orientation experience for newly hired employees. The Digital Orientation Program also includes mandatory e-learning courses required under applicable regulations, as well as a range of supporting resource materials.
- Leadership Academy** Under the Leadership Academy framework, Self-Leadership programs are offered to all Logo employees through a range of webinars and workshops covering various topics. These initiatives focus on strengthening employees' self-awareness and enabling them to lead their relationships with others, as well as their work processes more effectively. In addition, tailored leadership programs are available for leaders at different levels, designed in line with company priorities to shape and reinforce a strong leadership culture across the organization.
- Team Coaching Process** One of the key components that complements the training programs delivered under the Leadership Academy at Logo Yazılım is the team coaching process. Team coaching focuses on alignment across the individual, team, and leader dimensions, supporting teams in their development into high-performing units. The process includes an initial briefing meeting to clarify expectations, a team coaching session, a follow-up session, and subsequent development actions.

- One-on-One Coaching for Managers and Leaders** Within the Leadership Academy framework, a structured one-on-one coaching program is offered for leaders who require coaching support. The program consists of a total of eight sessions, including an opening session, six individual coaching sessions between the coach and the coachee, and a closing session. Development progress is monitored in line with individual development agendas.
- Hybrid Work Competency Catalogue** A blended development catalogue has been designed to support the hybrid work culture across all employees at Logo Yazılım, covering both core competencies and leadership competencies. The competency areas were identified based on research into the skills required for the future and were tailored to align with Logo Yazılım's corporate culture.
- Individual Development Agenda** As part of the individual development process, one-on-one Individual Development Agenda discussions are held between managers and employees. Short- and medium-term development roadmaps are defined, and the skills of both leaders and their teams are supported through the Leadership Academy, the Hybrid Work Competency Catalogue, and technical training programs delivered through academies and schools.
- Technology Academy** Launched in 2021, the Technology Academy offers development programs and certification pathways with a strong focus on areas such as DevOps, Testing and Quality Management, Business Analysis, Front-End Development, Mobile Technologies, UX, and Data Analytics. To ensure that both the programs and the scope of the Technology Academy remain current, needs assessment discussions are conducted on a regular basis. In response to the rapidly changing technological landscape, the development needs of technology teams are supported through virtual classroom training and learning opportunities provided via technology platforms.
- Artificial Intelligence Academy** The Artificial Intelligence Academy encompasses a range of initiatives designed to raise AI awareness among Logo employees working outside the technology teams, identify and develop AI ambassadors among those with a strong interest, and collaborate with them on pilot projects. Through this approach, the Academy fosters a learning organization in which experience and knowledge gained are shared across the Company. Supported by webinars and workshops, the program places a strong emphasis on productivity and practical application.
- Sales Academy and Support & Customer Relations** The Sales Academy and the Support and Customer Relations Academy provide a learning journey shaped by learning agility and a holistic perspective, emphasizing peer learning, on-the-job learning, self-directed learning, just-in-time learning, rapid access to information, and a learning organization approach.
- People and Organizational Development** Training programs are designed and delivered across priority areas identified through needs analyses conducted with team managers for all roles within the People and Organizational Transformation function, enabling targeted and actionable development initiatives.
- Finance and Law School** The Finance and Law School has been structured to plan role-based technical training for employees in the Finance and Legal functions, while also guiding them toward programs focused on relevant competency and leadership skill development. In this context, comprehensive discussions and initiatives are carried out to address the full range of technical and individual competency needs specific to both teams.
- Marketing School** The development of marketing teams across both technical and behavioral domains is supported through programs designed to address their evolving needs. In technical training programs, tailored follow-up practices are implemented to ensure the effective application of acquired knowledge, with the efficiency and impact of these processes systematically measured.
- Mandatory and Regulatory Training** In line with Logo Yazılım's certification requirements, the necessary actions are taken to ensure that mandatory and regulatory training programs required for all employees are completed within the first six months of the year. Ongoing needs arising throughout the year are addressed and monitored on a continuous basis.
- Product and Solution Training** Within this scope, all Logo product training programs are delivered through both synchronous and asynchronous formats, with the aim of strengthening employees' product knowledge.
- Logo Business Partners Development Project** As part of the process aimed at supporting the development of Logo's business partners, Logo Yazılım provides a wide range of development services, including Logo product and solution training, a Project Management Program, Programs Focused on Strengthening Financial Perspective, a Sales Development Program, and an Artificial Intelligence Development Program. In addition to training services accessed through a digital learning platform under an annual subscription model, certification and examination services are also offered to validate partners' proficiency in Logo products.



Logo Academy

Logo Academy; operates with the mission of being a learning organization that not only learns, but also teaches learning and develops learning tools, serving as a trusted reference point for development. With this mission, it aims to continuously expand its ecosystem. This ecosystem encompasses a broad and diverse audience, ranging from employees and business partners to university students, professional groups, and non-governmental organizations.

In this context, the approach aims to keep pace with the knowledge, skills, and competencies required by a rapidly changing world, while ensuring that the entire ecosystem remains current and capable. By defining ways of working, conducting research, and leveraging an expert instructor network, this approach seeks to bring a strategic perspective to learning and development.

For Logo employees, the learning and development objectives include:

- Ensuring alignment between academy and school structures and talent management practices,
- Keeping curricula for technical, functional, leadership, and individual competency training up to date,
- Supporting the individual development of all employees through trainings delivered via online learning platforms and designing tools and methods that enable continuous learning and development.

Within this framework, Logo Academy programs cover digital orientation and onboarding training, mandatory and regulatory training, leadership development initiatives for managers and teams, training aligned with individual development agendas, programs designed to build competencies required for the hybrid work environment, and training that supports the Company's diversity and inclusion approach.

In addition, an internal trainer program is in place to foster a strong learning culture by enabling Logo Yazılım employees to deliver training in their areas of expertise. Logo Academy also provides Logo product and solution training for both internal and external stakeholders.

In 2025, a total of 27,688.6 hours of training were delivered to employees across Logo Yazılım's Türkiye operations under the Logo Academy framework. To expand digital learning opportunities, access and subscriptions were provided to national and international online learning platforms. Across Türkiye operations, employees received an average of 29.7 hours of training and development per employee in 2025.

Average training hours per employee*



**Training data for 2023 and 2024 includes Türkiye and Romania operations. Training data for 2025 covers Türkiye operations only.*



Across Türkiye operations, employees received an average of **29.7 hours of training** per employee in 2025.

Team Coaching Process

One of the key focus areas of Logo Yazılım's learning and development approach is the enhancement of leadership competencies among managers and employees. Leadership development programs, which form an integral part of the employee experience, are delivered primarily through in-person classroom settings and are further supported through online learning platforms. Leadership Academy programs begin with a foundation aimed at increasing self-awareness and strengthening self-leadership skills for all employees, and continue with customized programs tailored to different leadership levels. One of the key elements that complements these training initiatives is the **team coaching process**. Team coaching focuses on alignment across the individual, team, and leader dimensions, supporting teams in their development into high-performing units. The process includes an initial briefing meeting, a team coaching session, a follow-up session, and subsequent development actions. These efforts are further supported by one-on-one coaching programs and mentoring processes designed to reinforce leadership development.

Logo Leadership Academy

Within the Logo Leadership Academy, a structured coaching process is implemented for leaders who require coaching support. The program consists of a total of eight sessions, including an opening session, six one-on-one coaching sessions between the coach and the coachee, and a closing session. Development progress is monitored in line with individual development agendas. Within this framework, a total of 61 hours of coaching have been delivered since 2024, involving six participants and four coaches.



Within the scope of Logo Leadership Academy, **a total of 61 hours of coaching** have been delivered since 2024, involving **six participants and four coaches**

Talent Acquisition

The competencies required for the future of work are identified in line with Logo Yazılım's corporate culture, workforce structure, and operating model. As part of this approach, evolving industry dynamics are closely monitored, and emerging needs and shifting skill requirements are reflected in the definition of job profiles. Action plans are developed in line with workforce strategies designed to address these needs. Recruitment processes are carried out in a fair, equitable, and inclusive manner, in alignment with the Company's strategy. Candidate assessments focus on knowledge and experience and are supported by digital tools such as a **"General Aptitude Test"**, an **"English Proficiency Test"**, and a **"Personality Inventory"**. The tools used contribute to an improved candidate experience through an easy-to-use digital application environment. New Logo employees complete their **"onboarding"** and orientation processes entirely online. To strengthen its young talent pipeline, Logo Yazılım runs the LOG-in internship program, designed to attract high-potential candidates. In 2025, the Company participated in numerous in-person and digital events as part of its young talent initiatives, and eligible candidates identified through these engagements were invited to join the internship program.





LOG-in Internship Program:

Logo Yazılım aims to engage young talent through its LOG-in internship program. Designed to provide university students with hands-on experience, the program offers internship opportunities across a wide range of departments, including Software Development, Technology, Marketing, People and Organizational Transformation, and Sales. The LOG-in Internship Program comprises several tracks, namely LOG-in Summer, LOG-in Winter, LOG-in Junior, and LOG-in Bootcamp. Delivered through digital platforms, the LOG-in Winter and LOG-in Summer programs continued in 2025, enabling broader access and sustained engagement with young talent.

LOG-in Junior

LOG-in Junior is a program designed for high-performing high school students, through which participants' development is monitored, career coaching is provided, academic progress is tracked in collaboration with guidance counselors, and mentorship support is offered by software teams. In 2025, five high school students began internships under the LOG-in Junior program.

LOG-in Bootcamp; Business Analyst

LOG-in Bootcamp – Business Analyst is a training program designed for graduates who aim to build a career in business analysis. In previous years, bootcamps were delivered in areas such as .NET Core, Java, and DevOps; in 2025, the program was implemented in the field of business analysis in alignment with strategic priorities. A total of 252 candidates applied to the program, and training commenced with 40 participants, 50% of whom were women. To support participants' adaptation, an orientation program was conducted prior to the start of the training.

LOG-in Tech

In 2025, in line with our young talent acquisition strategy and technology focus, the internship program was opened to undergraduate fourth-year and associate degree second-year students pursuing

careers in data science, low-code development, and software testing. The program aims to bring high-potential students into the industry at an early stage and to support the long-term talent planning of our technology teams.

Candidates applying to the LOG-in Tech internship program first complete a technical assessment focused on general algorithm knowledge. Those who successfully pass the technical test proceed to the case study stage, followed by an English proficiency test. Candidates who complete these stages successfully advance to the final step, a video interview. Applicants who pass the video interview are admitted to the internship program.

A total of 5,335 applications were received for the internship programs, and 62 interns began their internships at Logo. The internship programs achieved an overall 96% satisfaction rate. As a result of the internship programs, two interns were hired as full-time employees and 18 interns joined the Company in part-time roles. The LOG-in Tech program recorded a 96% satisfaction rate.



96%
LOG-in Tech
internship
program
Satisfaction Rate

Logo Yazılım Career Platform

Logo Kariyerim, Logo's career platform, has been migrated to the **Peoplise** solution to manage recruitment processes more effectively and deliver a seamless, end-to-end candidate experience through a single platform.

Logo Yazılım publishes its external job postings via the Peoplise career page. Through this enhancement, external candidates can access open positions through <https://live.peoplise.com/logo/career>. In addition, product enhancements, employee referrals and the Logo+1 candidate recommendation process are now managed directly through the Peoplise platform.

Employee engagement and happiness

Findings²² from the most recent Hopes and Fears for the Future of Work survey clearly highlight the growing importance of motivation, trust, and a sense of purpose for employees in an environment marked by change and uncertainty.

The results show that trust is a key driver of employee motivation. Motivation tends to thrive in workplaces where employees feel secure and find meaning in their work. The research further emphasizes that these cultural factors are just as critical as technology or skills in sustaining performance and fostering innovation, particularly in periods of uncertainty and rapid transformation.

Logo Yazılım achieves sustainable growth and high-quality business outcomes through a meaningful, positive, and authentic employee experience approach. The Company provides all employees with an equal, fair, safe, and healthy work environment and approaches full compliance with labor and human rights-related laws and regulations with due care across all operations.

Logo Yazılım places strong emphasis on employees' job satisfaction, career development, performance improvement, and active involvement in business processes. Through a range of practices and strategies covering areas such as compensation, benefits, motivation, and recognition, the Company aims to continuously strengthen employee engagement.

Employee engagement surveys are conducted at regular intervals across Logo Yazılım's Türkiye operations. The most recent Employee Engagement Survey was carried out in 2023 under the Great Place to Work® (GPTW) framework, with a participation rate of 91%. The survey was structured around 102 questions and covered eight indices, namely "Leadership", "Diversity", "Engagement", "Empowerment", "eNPS", "Digital Maturity", "Employee Value Proposition (EVP)", and "Well-being". Further details on the survey are available in the [Logo Yazılım 2024 Integrated Annual Report](#).

To support employees' sustained well-being, happiness, and job satisfaction, action plans are developed based on the survey results, and focus group discussions are conducted to address identified priorities and improvement areas.

Logo Yazılım Türkiye's engagement score was measured as 86%. In this survey, 84% of Logo Yazılım employees responded positively to the statement **"In general, I can say that Logo Yazılım is a great place to work"**.

To enable long-term observation of the impact of ongoing initiatives and to assess the outcomes of implemented improvement actions, no new employee engagement survey was conducted in 2024 or 2025. The next survey cycle is planned for the coming years.



86%
Logo Türkiye employee
engagement score



22.PwC's Global Workforce Hopes and Fears Survey 2025



Digital employee experience

Logo Yazılım positions its People and Organizational Transformation (POT) strategy around becoming an employer brand that prioritizes employee experience, embraces agility, creativity, innovation, efficiency, and a culture of continuous improvement, and is supported by role-model leaders who develop their teams through a coaching approach. Three core dimensions shape the employee experience at Logo Yazılım: the development of leadership capacity, and the alignment of organizational structures, systems, and processes with the Company's vision and strategic objectives. To support the POT strategy, Logo Yazılım has established a model built around four digital transformation focus areas: mindset and skills, knowledge, agility, and processes. This model provides a framework for embedding digital thinking across the organization, strengthening digital capabilities, adapting to remote and hybrid working models, and aligning Logo Yazılım's processes with emerging digital developments. The onboarding process has been fully digitalized and migrated to the Peoplise platform. Employees are enrolled in the digital "onboarding" journey from their first day at Logo, with the process spanning a six-month period. "Buddy" assignments are completed through the system prior to the employee's start date, and check-in meetings at the second and sixth months are automatically triggered within the platform. To continuously enhance the employee experience, feedback surveys are shared with new Logo employees at key milestones, including after the first two weeks, at the end of the first month, and upon completion of the sixth month.

Rewarding platform VAY BE!

The VAY BE! platform is used to recognize and reward the value-creating ideas and suggestions of Logo employees. Within the platform, the "Budur" evaluation category has been established to acknowledge creative ideas and project proposals that can be translated into concrete action.

Ideas submitted under the Budur category are assessed based on criteria such as "strategic alignment", "feasibility", "cost and return contribution", "innovation and originality", and "sustainability".

In addition, quarterly competitions held under different themes, known as VAY BE! Days, are organized to further encourage participation, with winning employees recognized and rewarded.

Employee support practices and benefits at Logo Yazılım:

The Company offers a broad range of employee support practices and benefits, tailored to different job levels, spanning flexible working arrangements, life insurance, employee assistance programs, and LogExtra benefits. The scope and implementation of these benefits are outlined below. In addition to these benefit packages, employees are also eligible for performance-based bonuses, transportation and commuting allowances, meal vouchers, and utility bill support for remote work arrangements. Further benefits include marriage and childbirth gifts, as well as gift card programs offered on special occasions such as religious holidays - Ramazan Bayramı and Kurban Bayramı-, New Years, and as part of the Company's employee recognition and reward system.

Implementation

Scope

Flexible Work hours

Logo Yazılım applies flexible work hours that allow Logo employees to determine their daily start and end times in agreement with their managers, provided that they remain actively available between 10:00 a.m. and 4:00 p.m. and complete their required daily working hours, to enhance employee experience.

Employee Support Program

As part of its employee benefits offering, Logo Yazılım provides an Employee Support Program that offers employees and their families access to 24/7 psychological support, available up to six times per year, to help address challenges encountered in both work and personal life. The Employee Support Program continues to actively provide assistance across a wide range of areas, including psychological counseling, medical consultation, marriage and family counseling, child and adolescent support, as well as "wellness" programs, "mindfulness" and yoga practices.

Installment-Based Salary Advance Program

Logo Yazılım offers an installment-based salary advance program to its employees. Under this program, Logo employees may receive a repayable cash advance of up to three times their net monthly salary, in line with criteria determined by the Company. This practice is designed to support employees in meeting various needs, including healthcare expenses, natural disasters, military service, home purchases, and education-related costs.

Company Mobile Phone and Plan Program

Logo Yazılım provides a program under which all employees may choose either a standard base model offered by the Company or alternative models with employee co-payment. Through this program, all employees are provided with a company mobile phone and plan.

Birthday Leave

Employees are entitled to one day of leave on their birthdays. This leave may be taken either on

Vehicle Support

Vehicle support is provided to employees based on job title and position-related requirements.

Private Health Insurance and Employer-Contributory Pension Plan

Logo Yazılım provides all employees with access to private health insurance as of their start date, regardless of the probationary period. Employees may choose from different coverage packages based on their preferences.

In addition, all employees who have completed their probationary period are eligible for an employer-contributory private pension plan.

Life Insurance

All employees at Logo Yazılım are covered under the Company's life insurance policy, regardless of their length of service. The full cost of life insurance premiums is covered by the Company for all employees.

LogExtra Benefits

A corporate discount platform is offered for the benefit of all Logo Yazılım employees. Under the LogExtra program, partnerships have been established with organizations frequently preferred by employees for online shopping, particularly during the hybrid work period.



Diversity, equality and inclusion

In today's business environment, diversity, equity, and inclusion have emerged as key drivers of organizational resilience, improved decision-making, and long-term performance. When deeply integrated into business operations, diversity, equity, and inclusion practices move beyond being a temporary support mechanism and become a core pillar of corporate culture, evolving into an essential strategy for sustainable growth.²³

Diversity, equity, and inclusion are integral to Logo Yazılım's people approach. By drawing strength from diversity and differences, the Company fosters a strong and creative workforce and actively supports equality across all areas of work and life, with a particular emphasis on gender equality. The inclusive culture at Logo Yazılım enables diversity to be embedded in decision-making processes, allowing the Company to adapt more agilely to changing market dynamics.

Logo Yazılım maintains a zero-tolerance approach to discrimination of any kind, including discrimination based on gender, race, language, religion, or sexual orientation. In line with the principles set out in the Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, ensuring decent and respectful working conditions is among the Company's core priorities.

At Logo Yazılım, a **human resources policy** based on diversity, equity, inclusion, and equal opportunity is applied across recruitment, training and development, performance and career management, compensation, and promotion processes, with decisions made in accordance with technical and personal competency criteria.

Logo Yazılım Human Resources Policy is available [here](#).

Logo Yazılım applies a performance-based promotion system focused on equal opportunity. With performance and achievement as the primary criteria, continuous efforts are made throughout employees' development journeys to support their preparation for higher-level positions.

23. WEF Diversity, Equity and Inclusion Lighthouses

In line with the principle of equal opportunity, gender-neutral résumé screening is applied during recruitment processes, gender balance is considered in shortlists, and development opportunities are offered to employees without distinction based on gender. In this context, compensation offers are determined independently of gender, based on job level, role and responsibilities, and experience.

Logo Yazılım supports gender equality with the aim of removing barriers that hinder women's equal participation in work life. Taking an approach to gender equality that goes beyond metrics, Logo Yazılım has been a signatory to the UN Global Compact Women's Empowerment Principles (Women's Empowerment Principles) for many years, and continues to regularly identify areas for improvement and carry out related enhancement efforts.

Operating under the People and Organizational Transformation (POT) function, the Diversity and Inclusion agile team reviews and analyzes initiatives related to diversity and inclusion, with a particular focus on gender equality. Based on the initial analyses, solution proposals were developed using an empathy map that highlights challenges employees may face in both work and personal life, and these solutions were integrated into the internal training system. In line with ongoing analyses, the development of new initiatives is anticipated.



By prioritizing equal opportunity and diversity, Logo Yazılım aims to provide all employees with a work environment in which they can work **with satisfaction and strong engagement.**

Increasing female representation among employees and managers is one of Logo Yazılım's key focus areas. As of year-end 2025, women represented 43% of employees and 34% of managers across Türkiye operations. In addition, 38% of the Logo Group's senior management consisted of women.

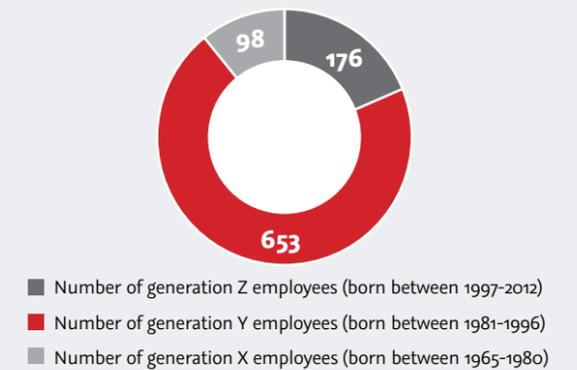
Logo Yazılım aims to foster an inclusive culture by bringing together the distinct skills, ways of working, and generation-specific capabilities of employees from different age groups. Across the Company's Türkiye operations, employee age distribution is 24% under the age of 30, 73% between the ages of 30 and 50, and 3% aged 50 and above. In this context, 11% of employees belong to Generation X, 70% to Generation Y, and 19% to Generation Z.



As of year-end 2025, women accounted for **43%** of employees | **34%** of managers across Logo Yazılım's Türkiye operations.

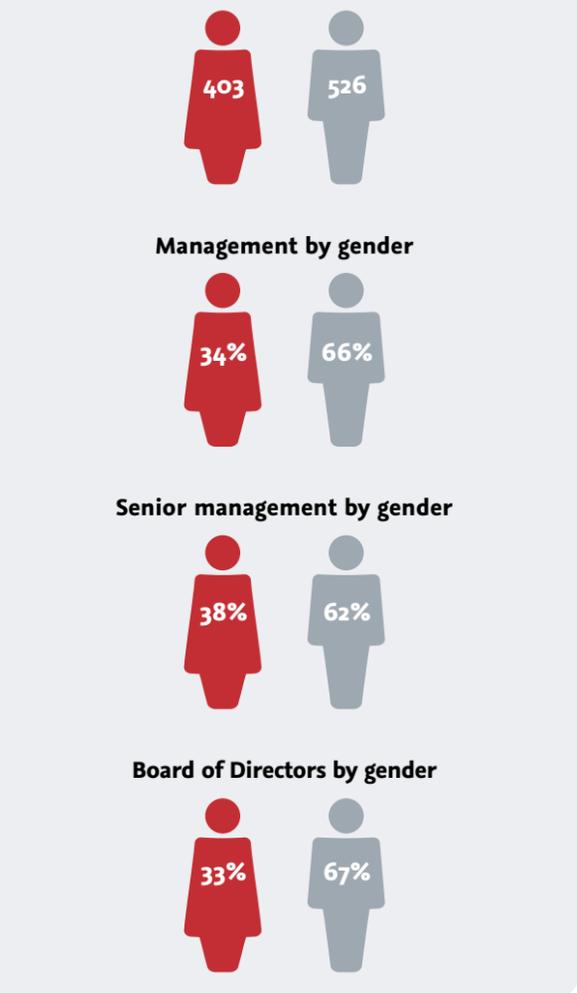


Number of Logo Türkiye employees by generation*



*Two employees born in 1965 or earlier are not included in the Generation X, Y, and Z breakdown.

Total number of employees by gender





Since 2021, **Million Women Mentors Movement** has been supported by Logo Yazılım. Launched in 2021, the initiative is a mentoring movement that aims to bring together young women (aged 15–25) who are studying or working in STEM (Science, Technology, Engineering, and Mathematics) fields with industry leaders through a digital platform. The movement seeks to activate institutions and individuals that are making a difference by bringing together mentoring programs for high school students, university students, and young women at the early stages of their careers in STEM under a single digital umbrella. In doing so, it creates a space for collaboration among leading STEM mentoring stakeholders, with the goal of enabling one million mentoring connections over a ten-year period.

The Million Women Mentors Movement is implemented through the collaboration of the Women in Business Working Group of the U.S.-Turkey Business Council, affiliated with the U.S. Chamber of Commerce, together with project partners TurkishWIN and the Union of Chambers and Commodity Exchanges of Türkiye (TOBB). The program brings together the global experience of STEMconnector and the extensive mentor-mentee network of TurkishWIN through its digital platform, Bin Yaprak. Within this framework, Logo Yazılım contributed to the initiative as a founding supporter between 2021 and 2023.



In 2025, **22 Logo employees volunteered as mentors to support the initiative, continuing to contribute to the shared vision of empowering one million women.**

Percentage of women employees in STEM and related roles



Logo Yazılım has been a participant in the **“Business Against Domestic Violence Project”**, organized by Sabanci University, since 2019. Awareness-raising activities and internal presentations continue to be delivered across the organization by trained internal facilitators, while additional initiatives related to this topic remain at the project development stage.

In 2025, Logo Yazılım launched a new internal awareness campaign under the slogan **“Equality Is in Our Code.”** Through a series of webinars and internal communications covering various topics, the campaign aims to raise awareness across a broad spectrum, with a particular focus on gender equality, as well as neurodiversity and intergenerational diversity.

Respecting diversity and evolving needs, Logo Yazılım continues to develop initiatives tailored to expectant mothers within the organization. The Company provides support throughout maternity leave periods and implements structured information-sharing and return-to-work onboarding practices that help employees transition back to their roles smoothly and effectively following the end of their leave.

- **Newborn Gift:** A newborn gift is sent to Logo employees who become parents, whether mothers or fathers.
- **Information and Guidance:** Expectant mothers and fathers are provided with a comprehensive information flow and a clear roadmap outlining how maternity and paternity processes are managed at Logo Yazılım.
- **Return-to-Work/Onboarding:** A welcome-back meeting is scheduled with HR; managers receive task-handover and role transition reminders; and employees are invited to share feedback on their return-to-work experience through a dedicated survey.

In addition, Logo Yazılım invites women back into the workforce through the **I’m In – Women Returning to Work Program**, which is designed to support women who have taken a career break for any reason and wish to return to professional life. Since 2022, a total of eight women have joined Logo Yazılım team through this initiative.



3 Female employees who joined the Logo team in 2025 through the I’m In – Women Returning to Work Program

The dedicated job posting created under the program remains open, and the evaluation process for current applicants is ongoing.

As a continuation of the “Challenging Times” initiative launched in 2021, which included seminars and workshops aimed at strengthening parent–child communication, the **Parents’ Club** was established as a peer-support platform that brings together parents working at Logo Yazılım to facilitate the sharing of knowledge, experiences, and challenges, and continues to host a range of activities.

Logo Yazılım measures the impact of its diversity and inclusion efforts through its Employee Engagement Survey. The Diversity Index assesses whether employees are treated fairly regardless of sexual orientation, gender, age, nationality, or ethnic background. According to the most recent survey conducted in 2023, the Diversity Index score for Türkiye reached 95%.





Occupational health and safety

At Logo Yazılım, occupational health and safety (OHS) is regarded as a critical priority. Measures taken to protect employees' physical and psychological well-being, and to prevent workplace accidents and occupational diseases, have a direct impact on employee satisfaction and motivation.

Accordingly, taking a proactive approach to ensure a safe and healthy working environment and adopting best practices for mental and physical health in line with applicable legislation and global developments are considered essential.

All OHS practices and policies at Logo Yazılım are implemented in full compliance with applicable legal regulations and requirements.

You may access Logo Yazılım's Occupational Health and Safety Policy [here](#).

The **Occupational Health and Safety (OHS) Committee**, which includes employee representatives, carries out activities aimed at ensuring a safe working environment. OHS risks are systematically mapped and categorized, including office ergonomics-related risks such as back and neck disorders and visual strain; building-related risks such as slips and falls; and traffic-related risks arising from vehicle and shuttle use. These grouped risks are actively managed, reviewed, and assessed through investigations and evaluations conducted during the OHS Committee's periodic meetings, held within the legally prescribed timeframes, and the necessary preventive measures are implemented accordingly.

The Director of People and Organizational Transformation, who is the senior executive responsible for OHS, reports directly to the Board of Directors. In addition to mitigating risks related to employee health and safety and developing relevant policies, Logo Yazılım also extends its expertise by offering digital OHS solutions to organizations in other sectors.

Logo Yazılım places strong emphasis not only on mitigating workplace risks to ensure a safe and healthy working environment, but also on continuously strengthening employees' awareness of occupational

health and safety (OHS). At its Gebze office, the Company operates in compliance with the **ISO 45001:2018 Occupational Health and Safety Management System**. Within this framework, a total of 2,734 hours of OHS training were delivered across Türkiye operations in 2025, corresponding to an average of 2.9 hours of OHS training per employee.



Within its Türkiye operations, Logo Yazılım delivered **a total of 2,734 hours of occupational health and safety training**.

Logo Yazılım continuously monitors and regularly evaluates its occupational health and safety performance. Across all operations, the Company systematically records and tracks key OHS performance indicators, including the number of occupational accidents, occupational illnesses, work-related fatalities, and work-related absenteeism resulting from occupational accidents.

You may access detailed information on performance indicators from [here](#).

Logo Yazılım places strong emphasis on designing effective occupational health and safety processes, supported by OHS performance indicators that are closely monitored by its in-house expert teams. In line with this approach, the Company aims to further strengthen OHS awareness and safety culture across the organization. Ongoing initiatives include "Safe Driving Techniques Training" for employees who use company vehicles, a "Smoke-Free Workplace" program for non-smoking employees, and the preparation of clear usage instructions for electrical equipment used in office environments, which are visibly displayed throughout the workplace.

Logo Well – Employee wellbeing program

Developed in 2022 in response to the growing wellbeing needs arising from new ways of working, the "Logo Well" wellbeing program focuses on supporting the overall wellbeing of Logo employees. Through this initiative, Logo Yazılım aims to enhance employee wellbeing while also fostering a more productive work environment and enriching the overall employee experience across the organization.

Designed around four core dimensions including **physical, social, emotional, and financial** wellbeing, Logo Well program aims to create an environment in which Logo Yazılım employees feel supported, while also providing multi-dimensional support to hybrid teams.

The content of the Logo Well program is shaped by in-depth employee surveys and analytical insights. Based on these findings, the program is delivered through webinars and workshops designed around themes such as self-motivation, resilience and adaptability, taking action, financial awareness, and simplification.

Logo Well brings together a range of initiatives under a single framework to support Logo Yazılım employees in everyday life. Through Employee Support Programs, employees are offered in-person or online psychological counseling, guidance on newborn care, and healthy nutrition consultancy, among other services that contribute to overall wellbeing. The program evolves around periodically updated themes shaped by emerging needs and current priorities. Within this scope, sessions with subject-matter experts (such as psychologists, physicians, and dietitians) are organized, followed by satisfaction surveys.

Initiatives under the Logo Well program continue to be developed in line with employee needs and changing circumstances.

Further details on Logo Well can be found [here](#).

Logo Yazılım's impact on community and employee well-being

Each year, Logo Yazılım takes part in the Istanbul Marathon with the voluntary involvement of its employees, promoting an active lifestyle while strengthening its culture of social responsibility. Throughout the marathon, Logo Yazılım also supports social impact by contributing to the "Run for Good" movement on behalf of a designated non-governmental organization.





General overview

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Social impact focused approach

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Social investment programs

Since 2018, Logo Yazılım has pursued its corporate social responsibility strategy through a roadmap that actively engages its stakeholder ecosystem.

Based on interviews and surveys conducted with all stakeholders across the Logo ecosystem, which includes more than 5,500 ecosystem members; employees and business partners, education was identified as the Company's top priority area within its corporate social responsibility agenda. Raising awareness around education within the Logo ecosystem, fostering a culture of volunteerism, and

creating a new culture through this transformation are among Logo Yazılım's additional objectives that broaden its social impact.

Continuing to develop corporate social responsibility projects focused on education and involving its employees and business partners, Logo Yazılım made total donations of TL 6,639,135.63 to various non-governmental organizations in 2025.



During the 2025 reporting period **total donations amounting to 6,639,135.63 TL** were made for various non-governmental organizations.

Dream Coders Project

In line with the United Nations Sustainable Development Goals, Logo Yazılım structures its corporate social responsibility (CSR) approach around initiatives that generate social impact, with a particular focus on Quality Education (SDG 4), Gender Equality (SDG 5), Decent Work and Economic Growth (SDG 8), Industry, Innovation and Infrastructure (SDG 9), Reduced Inequalities (SDG 10), and Partnerships for the Goals (SDG 17).

Launched in 2019, the "Dream Coders" project provides robotics and coding training aimed at equipping children, as the future of the country, with essential 21st-century skills. In collaboration with schools located in disadvantaged regions, the project delivers 32-week training programs to children aged 8 to 14, ensuring the continuity and sustainability of education. By enhancing children's mechanical aptitude and analytical skills, the initiative introduces them to technology at an early stage and encourages them to develop projects, thereby positively contributing to their future development.

The Dream Coders project is implemented with the contributions of the Bütün Çocuklar Bizim (All Children Are Ours Association-BÇBD) and Atölye Vizyon, under a structure whereby BÇBD manages coordination processes and the identification of schools in need, and Atölye Vizyon is responsible for the procurement of technological equipment and the delivery of trainers' training.

In 2019, the Company launched its first workshop at the Gebze campus, aiming to foster children's mechanical and analytical skills by introducing coding at an early age through engaging learning methods. The initial coding workshop was conducted with migrant children and children who were illiterate. Despite not having literacy skills, students were observed to be able to engage comfortably with coding activities. Inspired by the outcomes of this experience, efforts were initiated to scale the project nationwide.

In 2024, with a focus on the earthquake-affected regions, Logo Yazılım expanded its activities by establishing robotics and coding workshops and computer laboratories in the districts of Defne, Kırıkhan, and İskenderun in Hatay, in addition to its existing workshops in Kocaeli, İstanbul, Elazığ, İzmir, Antalya, and Ankara. During the same year, the Company also opened a library in Elazığ and a robotics and coding workshop in Kahramanmaraş.

In 2025, Logo Yazılım further expanded its earthquake-region initiatives to include Diyarbakır, Malatya, and Adana, and additionally launched new workshops in Çanakkale and Samsun, bringing eight more workshops into operation during the year. As of the end of 2025, the Dream Coders project had reached more than 10,000 students through a total of 21 workshops across 13 cities. Logo Yazılım aims to continue expanding the impact of the Dream Coders project across Türkiye without interruption.

Within the scope of the Dream Coders project, Logo Yazılım supports vocational high school students in acquiring the skills required for working life prior to graduation by establishing five computer laboratories at vocational high schools in Antalya, Hatay, Diyarbakır, and Samsun, enabling students to learn Logo's software solutions. In addition, opportunities will be created to facilitate employment for vocational high school students at companies using Logo's software solutions or at Logo Yazılım itself.

One of the key principles guiding the Dream Coders project is sustainability. Within this framework, the Company prioritizes quality over quantity by deliberately limiting the number of participating students in order to ensure continuous and effective follow-up. The performance and progress of all students participating in the Dream Coders project are systematically monitored. In all partner schools, ongoing communication is maintained with school management to identify needs, and additional training is provided when required.



As of 2025, **more than 10,000** students have been reached through a total of 21 workshops across 13 cities



Within the scope of the project services are delivered across three areas: **Dream Coders Workshop, Dream Coders Team and Dream Coders Library.**



Dream Coders Workshop

Within the scope of the Dream Coders Project, a total of 21 workshops has been established, supporting the participation of 180 teachers in workshop activities. Based on requests received from participating schools, training is also provided to teachers from various subject disciplines.

In these workshops, students develop their projects using programming languages such as Scratch, Python, Java, and LUA. In the field of robotics, students have the opportunity to work with platforms including Pinoo, Tinkercad Simulation, Maker, and STEAM+A applications. In addition, design skills are enhanced through the use of Tinkercad, Cura, and 3D printers. Students are also given opportunities to showcase the projects they develop at various events and competitions.

The Company aims to continue expanding these workshops across different regions of Türkiye, providing training to teachers at participating schools, inspiring children who represent the future of the country, and broadening the project's impact. In the period ahead, efforts will continue to establish additional workshops and computer laboratories in various provinces of Türkiye, with the objective of positively impacting students' lives and further enhancing the reach and effectiveness of the project.

Dream Coders Team

To ensure the sustainability of its robotics and coding workshops, Logo Yazılım established the Robotics Coding Team in 2021. Implemented in collaboration with the BÇBD and Atölye Vizyon, the initiative aims to create a long-term talent pipeline by closely monitoring and supporting students who have graduated from the robotics and coding workshops and are selected to participate in the "Dream Coders" Project Team over an extended period.

Students selected for the team participate in training programs covering Coding, Robotics, Maker, STEM+A, and three-dimensional design, while also taking part in regular workshop sessions held for two hours each week. In addition to project- and design-oriented workshop activities, the Dream Coders Team is encouraged to participate in a wide range of external initiatives, including competitions organized by municipalities at the provincial and district levels, projects supported by TÜBİTAK, national competitions such as Teknofest and competitions organized by the Ministry of National Education, as well as collaborative projects such as eTwinning initiatives organized by chambers of commerce, non-governmental organizations, and museums.

Receiving training over a ten-month period each year, the Dream Coders Team develops innovative projects focused on themes such as agriculture, animals, environment, energy, health, persons with disabilities, and older adults. Each year, the Team presents its projects to Logo Yazılım employees at the Maker Faire organized at the Company's Gebze campus.

With the Maker Faire 2025 event held in June 2025, the Dream Coders Team celebrated its first graduates. In the same year, a new team was formed in cooperation with the Gebze 23 Nisan Bilim ve Sanat Merkezi (Gebze 23 April Science and Art Center), comprising students attending the center. Logo Yazılım provides training and technical equipment support to enable the Team's participation in national and international competitions and also closely follows the training of subject-matter teachers involved in the program.

Dream Coders Library

Within the scope of the Dream Coders Library project, Logo Yazılım opened a library at a primary school in Gebze in 2022 as a gift to children on April 23rd, National Sovereignty and Children's Day. In 2024, the Company officially opened a robotics and coding workshop alongside an existing library at a partner secondary school in Elazığ, in line with its strategic priorities.

Between 2016 and 2021, Logo Yazılım implemented the "Book Tree" project, through which a symbolic book

tree was exhibited five times at the Tüyap İstanbul and İzmir Book Fairs. More than 10,000 books donated by thousands of book lovers, the majority of whom were children, were placed on the book tree, allowing visitors to collect books directly from its branches. Through this initiative, donors were connected with readers, readers with books, and books with new owners. The book tree was displayed in school corridors where it met with students, as well as on numerous occasions in the corridors of Logo Yazılım, engaging Company employees.





Volunteering at Logo Yazılım

Logo Yazılım promotes corporate volunteering programs that have been an integral part of its corporate culture for 41 years, taking a leading role in encouraging both employees and business partners to engage in volunteer activities. In collaborations established with non-governmental organizations (NGOs), employees' voluntary contributions and the sharing of their professional expertise generate positive impact for all parties and play a key role in building sustainable partnerships. Volunteer-led projects are communicated internally to enhance employee satisfaction and motivation, while the outcomes of these initiatives are shared to encourage similar efforts. Volunteering activities also contribute to increased organizational productivity and to strengthening brand awareness.

- In 2025, a total of 35 Logo Yazılım employees participated in the İstanbul Marathon, running together with the BÇBD in support of children's future.
- Within the scope of the Anatolian Scholars project, Logo Scholarships are provided to students living in different regions of Türkiye in order to support the expansion of access to quality education.
- Based on employees' areas of expertise, the Internal Trainer Program enables colleagues within the Logo Academy ecosystem to serve as trainers in education programs delivered to business partners, organizations within the scope of social responsibility initiatives, and academic collaborations. As part of this program, more than 50 internal trainers and subject-matter experts are actively involved.
- Logo Yazılım became a founding supporter of the Million Women Mentors Program, launched in 2021

in collaboration with TurkishWIN and the Union of Chambers and Commodity Exchanges of Türkiye (TOBB), which aims to bring together young women aged 15–25 working in STEM (Science, Technology, Engineering, and Mathematics) fields and industry leaders. Logo Yazılım continues to support the program's goal of reaching one million women within ten years through mentorship provided by its female executives. As of this year, 22 Logo Yazılım mentors have participated in the program.

- Logo Yazılım has launched an initiative to provide students of Mehmet Tuğrul Tekbulut Mesleki ve Teknik Anadolu Lisesi (Mehmet Tuğrul Tekbulut Vocational and Technical Anatolian High School) with training in Computer Literacy, MS Office, HTML, and CSS outside regular class hours. This initiative is further extended at the Gebze 23 Nisan Bilim ve Sanat Merkezi-BİLSEM (Gebze 23 April Science and Art Center), where gifted students from the same school receive additional training in Python and Introduction to Data Science.
- Since 2019, students of Mehmet Tuğrul Tekbulut Vocational and Technical Anatolian High School have participated annually in competitions at Teknofest, competing with projects such as electric vehicles, unmanned underwater vehicles, rockets, and artificial intelligence applications in healthcare and education. Students who meet defined success criteria are awarded Logo Scholarships. In addition, with the establishment of the Mehmet Tuğrul Tekbulut Vocational and Technical Anatolian High School – Information Technologies Elementary School in the 2025–2026 academic year, Logo Yazılım continues to monitor students' progress and provide scholarship support.



Logo Sailing Team

As one of the pioneering companies providing uninterrupted sponsorship to sailing for 19 years, Logo Yazılım's sailing team has earned widespread national and international recognition. Comprising 20 members, the team continues its activities as a key reflection of Logo Yazılım's commitment to supporting sports and the positive impact it generates in this area. Transitioning to the IRC1 class in 2022 with its renewed, domestically manufactured yacht, Logo Sailing Team rapidly adapted to the new yacht and secured multiple trophies throughout the season. Notable achievements during the year included first place in its class at the MYK–Mass Brotherhood Cup and third place in its class at the Bosphorus Cup. In the same year, the Company's all-employee women's sailing team competed for the first time in the Deniz Kızı Women's Sailing Cup, achieving third place in its class (IRC1).

During the 2023 racing season, Logo Sailing Team once again secured trophies in several competitions and was crowned champion in its class (IRC1) at the İstanbul Sailing Club Trophy.

In 2023, the women's sailing team, participating for the second time in the Deniz Kızı Women's Sailing Cup, placed second in its class and went on to win first place in its class at the Republic Cup, organized in celebration of the 100th anniversary of the Republic.

In 2024, the Logo Sailing Team secured third place in its class at the Bosphorus Cup, one of the most prestigious sailing competitions of the year with participation from 95 yachts. The team also placed third in its class at the BMW Borusan Automotive Victory Cup, organized under the auspices of the Turkish Offshore Racing Sports Club (TAYK).

In 2025, the Logo Sailing Team continued its successful performance, demonstrating strong sportsmanship and outstanding competitiveness throughout the racing season. As a result, the team was crowned champion in its class at the İstanbul Sailing Club Trophy, successfully defending its title for the third consecutive year.

Employees who apply to join the racing team are introduced to the sport of sailing following the completion of basic training.



In 2025, the Logo Sailing Team continued its strong performance, demonstrating exemplary sportsmanship and outstanding competitiveness throughout the racing season. As a result, the team was crowned champion in its class at the İstanbul Sailing Club Trophy, **successfully defending its title for the third consecutive year.**



KidZania collaboration

In June 2025, Logo Yazılım launched the Software Development Center through a collaboration with KidZania İstanbul, enabling children to take their first steps into the world of software development. While supporting the development of children's technological skills, the Center offers a fun and interactive learning environment. Through this collaboration, Logo Yazılım aims to help prepare children for the digital world of the future.

The content specifically designed for the Software Development Center allows children to guide Logo Yazılım's mascot, the small robot Logi, using correct algorithms. Designed with varying levels of difficulty based on age groups, the experience is structured to help children learn fundamental coding principles.

Through this initiative, Logo Yazılım also aims to create meaningful impact by encouraging girls to feel more connected to STEM fields and supporting increased participation in these areas in the future.





Environmental impact focused approach

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Management approach

Logo Yazılım contributes to reducing environmental impacts associated with resource use by creating a positive impact across its entire stakeholder ecosystem through its innovative technologies, digital solutions, and services.

In the transition to a low-carbon economy, the Company develops solutions for its sector and customers and actively assumes responsibility in this area. In accordance with its Environmental Management System, it remains committed to minimizing waste and resource use, enabling recovery where feasible, and promoting waste reduction, and continues to implement measures to reduce natural resource consumption in its buildings.

Material topics

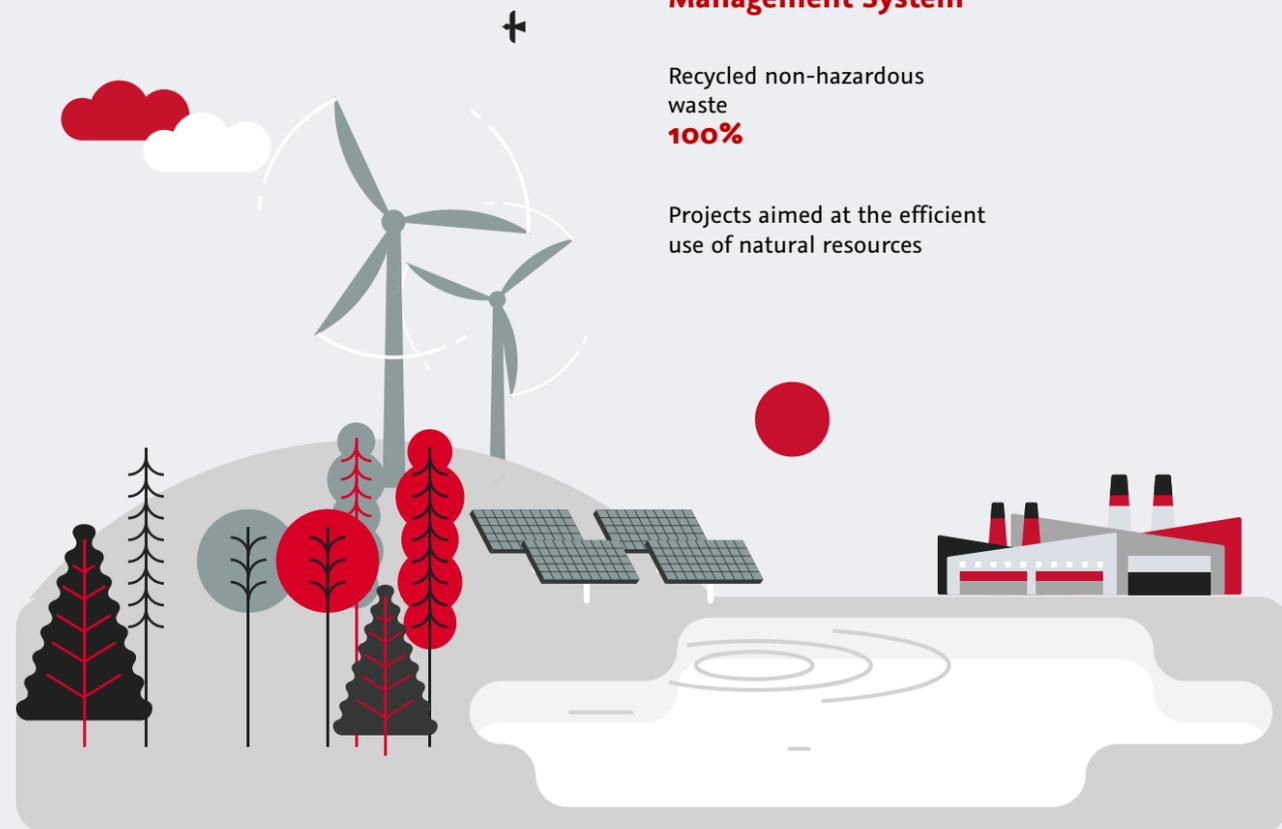
Natural resource use

Climate change

Resource efficiency, circular economy, and environmental impact-focused management through the **ISO 14001 Environmental Management System**

Recycled non-hazardous waste **100%**

Projects aimed at the efficient use of natural resources



Effective management of the environmental impacts of operations in line with the Logo Yazılım **Environmental Policy**

20 kWh rooftop solar power system located at the Gebze campus

Contribution to the UN 2030 Sustainable Development Goals

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Logo Yazılım offers solutions that enable its customers to use resources more efficiently. By implementing strategies that enhance environmental sustainability and performance monitoring, focusing on reducing carbon footprint and natural resource consumption, the Company supports responsible production and consumption practices.

13 CLIMATE ACTION



Logo Yazılım contributes to reducing the environmental impacts associated with its customers' resource use through innovative technologies, digital solutions, and services. The Company reduces its carbon footprint through the use of solar energy and eliminates packaging-related environmental impacts through digital license key and virtual delivery systems.



Climate change

Environmental impact

Addressing global climate change and resolving environmental crises require a multidimensional and universal approach that takes into account the interdependence of ecological, economic, and social systems. At the core of this global challenge lies the transition from dependence on fossil fuels to renewable energy sources, together with the need to redesign consumption and production models and waste management approaches.

Instances where short-term economic gains are prioritized over long-term sustainability objectives is indicative of prevailing sectoral and societal perceptions. In recent years, awareness of the need to address climate change and environmental crises has increased, leading to a shift in the perceptions of countries, societies, and companies. However, to achieve effective and lasting progress, this transformation must be supported by systematic change.

The 2025 Global Climate Risks Report²⁴ published by the World Economic Forum, which continues to issue warnings on global threats, highlights that a significant proportion of the most serious risks expected over the next decade stem from environmental factors. The persistence of such warnings, together with the increasing visibility of climate change-related impacts, once again underscores the need to develop urgent and effective strategies to address this crisis.

The assessments highlight the importance of all stakeholders recognizing the severity of environmental crises, reflecting on past achievements, and collaborating in the joint design and implementation of comprehensive policies and strategies to secure a better future for all²⁵.

Logo Yazılım contributes to reducing environmental impacts associated with resource use by creating a positive impact across its entire stakeholder ecosystem through its innovative technologies, digital solutions,

and services it provides. This approach enables Logo Yazılım to take meaningful steps on its sustainability journey while further reinforcing its commitment to environmental responsibility.

Logo Yazılım creates significant impact through a range of solutions, including Logo Flow, e-Solutions, and the WMS Warehouse Management System:

- Logo Flow, which enables businesses to transition paper-based workflows to digital platforms, helps reduce paper waste, while e-Solutions, which range from banking solutions to AI-driven innovative products, support savings in printer consumables and paper invoicing, while enabling the production of more than one billion e-documents annually, contributing to the preservation of thousands of trees.
- Developed to improve inventory and supply chain management, the WMS Warehouse Management System minimizes losses in production and storage processes, while also contributing to the reduction of environmental impact ranging from carbon footprint to natural resource consumption.

Logo Yazılım strengthens its role as an enabler in the monitoring and reporting of corporate environmental sustainability performance by adding new features each year to its j-Platform and Netsis ERP product groups. In particular, these solutions support companies operating in the manufacturing sector through features that enable the monitoring of consumption data such as electricity, water, heating, and transportation reflected in invoices, carbon footprint calculations based on consumption types, log tracking in printing operations, e-waste tracking for fixed asset records and Recycling Contribution Fee (GEKAP) code registration and inventory matching, as well as failure modes and effects analysis, hazardous materials management, personal protective equipment (PPE) management, and key performance indicator (KPI) management. Through the Audit Records Support feature, records of internal and external audits conducted within companies' own processes, as well as audits carried out at suppliers, are maintained, monitored, and reported via Netsis ERP.

Since 2021, the Sustainability 360 Report has allowed users to report all sustainability data tracked via Netsis ERP and to analyze the specific sustainability areas impacted by these data.

Since 2011, Logo Yazılım's cloud-based solution portfolio, which is expanded with new products every year, has been helping Logo customers take energy and resource efficiency a step further. In parallel, Logo Yazılım develops its software using faster-running code blocks that leverage caching mechanisms. The company also designs and maintains its solutions in line with a microservices architecture wherever possible, helping prevent excessive energy consumption.

Logo Yazılım integrates the digital solutions that are central to its business and value creation model into its own internal processes to the greatest extent possible. From resource management to planning, all business processes that require internal coordination are carried out using digital work tools.

Following the transition to digital license keys in the second half of 2008 and the move to a fully virtual delivery system as of the last quarter of 2010, Logo Yazılım no longer sells packaged physical products. As a result, its products do not create any environmental impact related to packaging.



Logo Yazılım has reduced the packaging-related environmental impact of its products to **zero** since 2010.



In 2025, **environmental awareness and zero-waste** training totaling **44.7 hours** was delivered to **62 employees**.

24. WEF Global Risk Report 2025

25. UNEP Global Environment Outlook 7



Climate change

In recent years, the rise in global temperatures has gone beyond temporary fluctuations and become a structural, long-term trend. According to the World Meteorological Organization's (WMO) 2025 Global Climate Status²⁶ assessment, 2025 is expected to rank as the second or third warmest year on record, indicating that exceptionally high temperatures continue to persist at concerning levels. During the January–August 2025 period, global average temperatures were measured at approximately 1.42 °C ± 0.12 °C above pre-industrial levels. These findings highlight that the eleven-year period from 2015 to 2025 represents the warmest eleven years on record. This sustained warming trend serves as a strong warning of the deepening impacts of climate change. Record-breaking temperatures, rising sea levels, floods, droughts, and wildfires increasingly demonstrate the growing severity of the climate crisis.

Logo Yazılım focuses on applications that create added value for both the industry and its customers in the transition to a low-carbon economy, taking an active role and responsibility in this area. The technology solutions it offers help customers use resources more efficiently and indirectly contribute to reducing emissions. This approach reflects Logo Yazılım's environmentally responsible, innovation-driven strategy and its determined steps toward a more sustainable future.

Since Logo Yazılım does not operate its own data center, there is no direct energy consumption associated with data center operations. However, the Company selects its data center service providers by taking their environmental practices into consideration.

In 2025, within the framework of the **Turkish Sustainability Reporting Standards (TSRS)**, Logo Yazılım conducted a comprehensive assessment of the potential impacts of sustainability and climate change

across its value chain and addressed climate-related risks and opportunities. As part of this process, the Company proactively analyzed potential physical and transition risks in the short, medium, and long term, completing its assessment by taking into account every stage of the value chain as well as its subsidiary structure.

Thanks to its operations in the software sector and its broad ecosystem supported by an extensive partner network, Logo Yazılım delivers software solutions through a flexible and scalable business model, which helps limit its environmental and climate change impacts.

More information on climate-related risks and opportunities is available via TSRS aligned Sustainability Report 2025.

Logo Yazılım continued its efforts in 2025 to set short- and long-term targets to reduce its environmental impact, in line with the transition to a net zero carbon economy and the effective management of climate risks. By analyzing its environmental impact, operational approach, and related risks, the Company reported its performance through CDP (Carbon Disclosure Project). Compared to 2024, Logo Yazılım improved its CDP Climate Change score from B- to B, demonstrating a more mature and structured level of climate change management.



Logo Yazılım improved its **CDP Climate Change score to B** marking progress in its climate change management compared to the previous year.

Carbon footprint of Logo Yazılım

In recent years, the accelerating global deployment of climate technologies such as green hydrogen and carbon capture has shown that fast progress in climate transition is possible. However, current findings indicate that efforts to reduce global greenhouse gas emissions and scale up carbon removal are still not advancing at the required pace or scale.²⁷ This highlights the need for more decisive and comprehensive strategies to combat climate change.

Logo Yazılım continues its carbon footprint calculation efforts to assess and better understand the environmental impacts arising from its operations and to respond to stakeholder expectations in an open and transparent manner.

The main sources of Logo Yazılım's environmental impact include energy consumption at offices and R&D centers, as well as emissions generated through transportation activities. To minimize the environmental impact arising from employee shuttle services and business travel, the company actively promotes digital and remote working

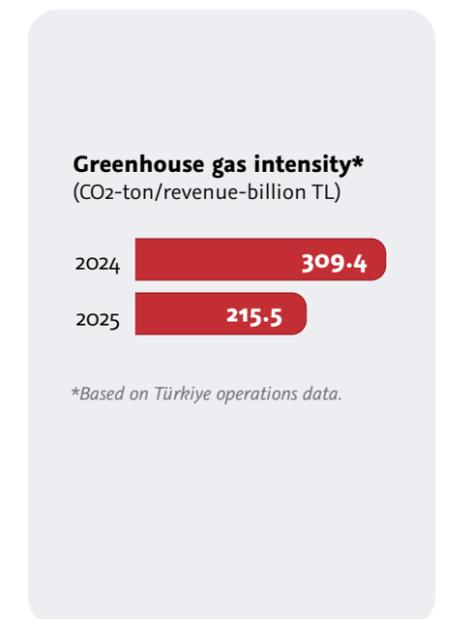
environments. As part of its transition toward a net-zero carbon economy and its efforts to manage climate risks effectively, Logo Yazılım conducts preliminary climate risk assessments. Within this scope, the company plans to reduce its Scope 1 and Scope 2 emissions and aims to source its electricity consumption from certified renewable energy projects.

In terms of greenhouse gas emissions, **Scope 1** emissions cover direct emissions arising from operational activities. **Scope 2** emissions refer to indirect emissions resulting from electricity consumption, while **Scope 3** emissions include emissions from domestic and international flights, as well as employee shuttle services. As part of the studies carried out, historical Scope 1, 2, and 3 emissions for the past three years have been disclosed.

Category-based detailed breakdowns of emissions data can be found under [the environmental performance indicators](#).

Emission amount (tons CO ₂ e)	2023* (Türkiye and Romania)	2024* (Türkiye and Romania)	2025 (Romania)	2025 (Türkiye)
Total Scope 1 Emissions**	1,060.4	1,317.8	128.8	896.1
Total Scope 2 Emissions***	272.4	316.2	94.49	229.72
Total Scope 3 Emissions****	255.9	286.7	31.3	124
Toplam	1,588.7	1,920.7	254.57	1,249.8

*Emission figures include consolidated data for Türkiye and Romania.
**Emissions calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol).
*** Scope 2 emissions are calculated using CO₂ emission factors published by the Ministry of Energy for the relevant locations in the reporting year.
**** Scope 3 emissions calculated using DEFRA and IPCC emission factors applicable to the reporting year.



26. State of the Climate Update for COP30

27. State of Climate Action 2025



Natural resource use

Energy management

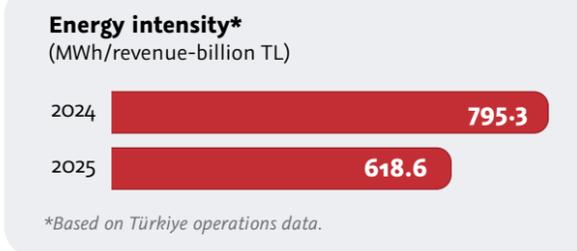
According to the findings of the Energy Efficiency report published by the International Energy Agency (IEA)²⁸ global progress in energy efficiency is expected to reach 1.8 percent in 2025. This represents a notable recovery compared to the 1% increase recorded in 2024. However, this performance remains well below the annual 4% improvement target set for 2030 under COP28, once again underscoring the need to scale up current efforts.

Logo Yazılım aims to enhance energy efficiency across its operations by prioritizing environmentally friendly technologies, taking a leading role in the development of innovations in this field, and promoting the more efficient use of energy resources.

In recent years, the growing value and importance of renewable energy sources have driven profound transformations across multiple sectors. In parallel with this transition, Logo Yazılım generates energy through rooftop solar panels with a capacity of 20 kWh installed at its Gebze campus. The Company's determined approach to sustainable energy solutions is not limited to its current energy generation activities and is further reinforced by its target to source electricity from certified renewable energy projects by 2030.

Since Logo Yazılım does not operate its own data center, there is no direct energy consumption associated with data center operations. However, the Company selects its data center service providers by taking their environmental practices into consideration.

 **Energy and fuel consumption amount**
A reduction of **15.6%** compared to the previous year



Waste management

The rapid turnover and short lifespan of electronic devices are significantly worsening the electronic waste problem, which has reached alarming levels worldwide. According to the findings of the 2024 Global E-waste Monitor published by the United Nations²⁹ 62 million tons of electronic waste were generated globally in 2022, an amount equivalent to filling approximately 1.55 million 40-ton trucks. If current trends continue, global e-waste is projected to increase by 32% to reach 82 million tons by 2030, leading to severe environmental pressures.

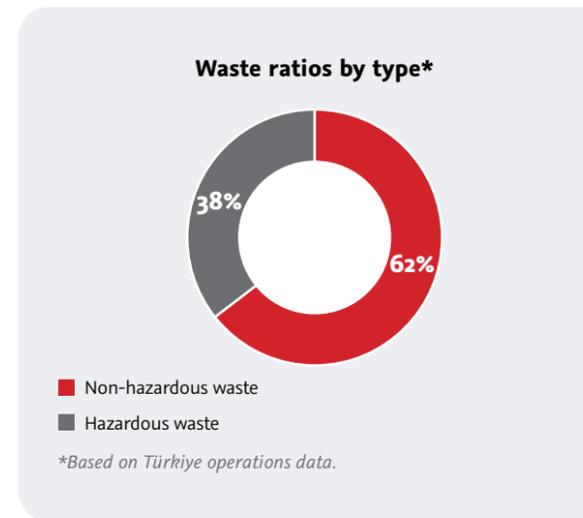
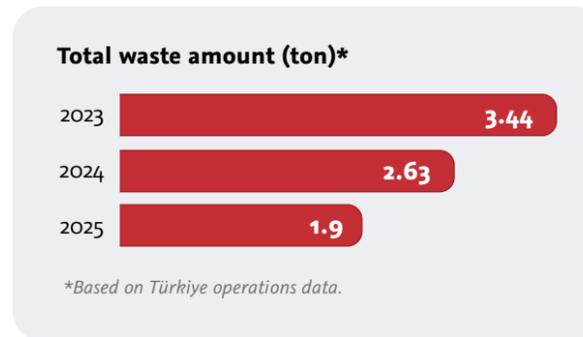
Logo Yazılım remains committed to minimizing waste and resource consumption, evaluating recovery opportunities wherever feasible, and promoting waste reduction in line with the principles of its **Environmental Management System**. Through recycling practices built on circular economy principles, the Company recovers waste and works to minimize environmental impacts by transforming electronic waste into economic value.

Logo Yazılım minimizes its environmental footprint by reducing waste across its processes and offices and by enhancing recycling practices. Adopting a sustainability-focused approach at every stage, from material selection to waste management, the Company aims to reduce its environmental impact.

In 2025, a total of 1.9 tons of waste were generated, comprising both hazardous and non-hazardous waste in Logo Yazılım Türkiye operations. 62% of operational waste is non-hazardous household waste. In 2025, 100% of hazardous and non-hazardous waste was recovered through recycling and returned to the economy.



In 2025, **100% of the total 1.9 tons of waste generated** was recovered through recycling.



Detailed information on energy consumption, recycled waste, hazardous and non-hazardous waste classifications, and water consumption is available under **the environmental performance indicators.**

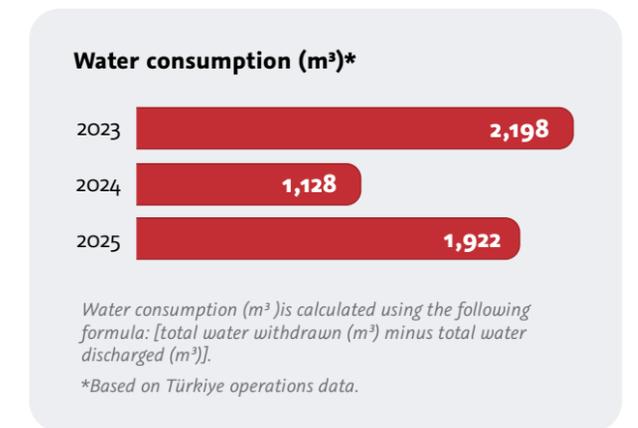
Water management

Research indicates that global freshwater resources are declining at an accelerating and alarming rate, highlighting the severity of the issue. Each year, approximately 324 billion cubic meters of freshwater are lost worldwide due to worsening drought conditions and unsustainable land and water management practices. This volume is equivalent to meeting the annual water needs of around 280 million people.³⁰ This striking data clearly demonstrates that water has become a global security issue.

The impact of Logo Yazılım's operations on water resources is relatively limited. As the Company does not operate its own data center, its water-related environmental impact is confined to water consumption at its offices and R&D centers.

Regardless of the relatively low level of impact, the Company consistently takes water consumption reduction into consideration across its operations. In this context, Logo Yazılım remains firmly committed to prioritizing the efficient use of water and minimizing natural resource consumption as part of its activities.

In 2025, 4,162 m³ of water was withdrawn, while 2,241 m³ of water was discharged in Logo Yazılım Türkiye operations.



28. IEA Energy Efficiency 2025

29. The Global E-Waste Monitor Report 2024

30. The Global Water Monitoring Report 2025



General overview

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Innovation focused approach

Customer experience and ecosystem focused approach

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International overview

Logo Total Soft in Romania

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Logo Total Soft in Romania

Founded in 1994, Total Soft is the leading local Enterprise Application Software provider in Romania. The company has evolved from a project management software distributor into a software house that provides industry specific solutions across the world. The company was acquired by Logo in October 2016. Following the acquisition of ABS at the end of 2018, the combined resources of Total Soft and ABS have added value to both local and international clients and helped to further expand Total Soft's business services offerings.

Logo's ownership at Total Soft is 70% as of end of 2025, with ABS owners holding 30%. According to the agreement signed in July 2024 between Logo and ABS, ABS owners will increase their shareholding in Total Soft to 85% in 2027. Logo's share will be 15% by the end of 2027.

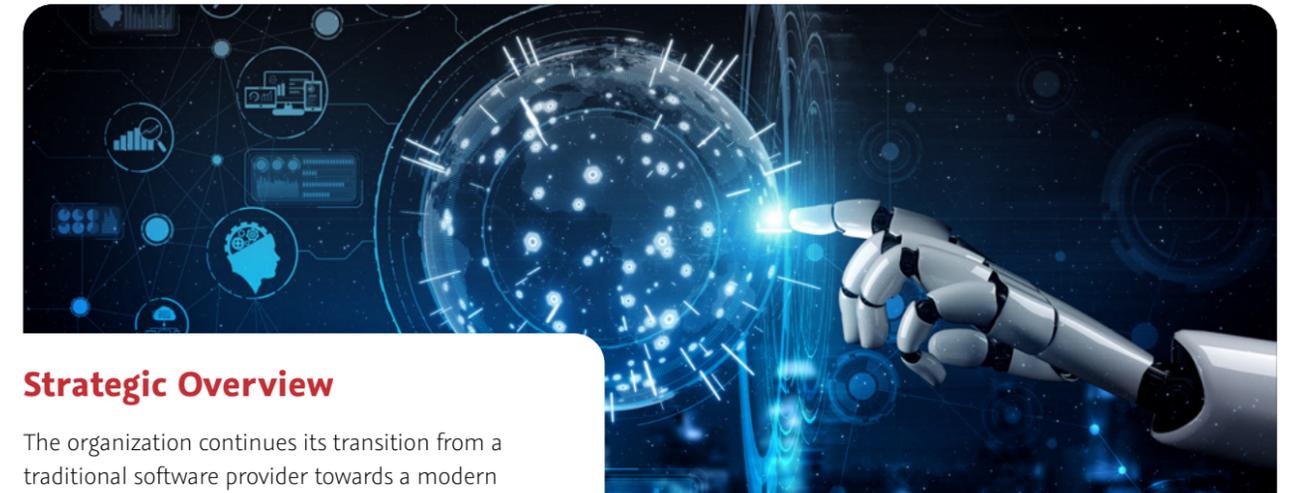
ABS provides retail consultancy and technology services, while ABS Financial Services specializes in outsourcing services. Nexia ABS Financial Services, a member of Nexia International – a globally recognized network of independent accounting and consulting firms, providing a comprehensive portfolio of audit, accounting, tax, and advisory services – operates in areas such as real estate, services, trade, retail, green energy, professional services, and e-commerce, benefiting from accounting, taxation, payroll and personnel administration services. Nexia ABS Financial Services is contributing towards a growing and diversified customer portfolio by addressing the small customer segment along with the existing large and mid-sized customers.

In addition to its primary market, Total Soft operations span 40+ countries, across 5 continents, including the UK, Austria, Spain, Poland, the USA, Canada, Brazil, South Africa, and China. The company currently has

around 800+ active clients who are leaders in various industries including financial services, retail, distribution, production, construction, agriculture, energy, healthcare, and services.

Total Soft develops and delivers business software solutions under Charisma brand umbrella and structures its flagship product, Charisma ERP, as a universal solution with specialized industry-based modules. Financial services constitute the leading industry of the firm that has successfully developed at the international level, mainly with applications for multinational groups that are leaders in their sectors.

Total Soft sets itself apart in Romania with its human resources and payroll software solutions, as well as with the healthcare application, in addition to the leasing industry. The full-fledged ERP solutions developed by Total Soft provide companies with an integrated usage of processes and a holistic understanding of the data that drive the business. Prominent players in different industries that use Total Soft solutions are valuable references and instrumental in sales growth of the company. In 2025, euro-based revenues increased by 22% and EBITDA margin was realized at 24%.



Strategic Overview

The organization continues its transition from a traditional software provider towards a modern technology company, delivering **industry-specific platforms** built on scalable architectures, **embedded AI capabilities**, and global implementation frameworks. Through **Charisma Everyware platform** and **next-generation AI agentic systems**, Total Soft supports enterprises in Financial Services, Healthcare, Supply Chain, HR, and Government with adaptable, compliant, and integrated systems that streamline operations, and connect entire business ecosystems. These capabilities are reinforced by **Zero-Back-Office approach**, which eliminates manual processes, allowing organizations to operate with greater speed, accuracy, and resilience.

This strategic direction is reinforced by **a growing network of international technology and delivery partners**, enabling multi-country deployments. By simplifying implementation, reducing operational complexity, and providing modular vertical platforms that scale as businesses evolve, Total Soft positions itself as a **long-term digital transformation ally** - helping organizations modernize faster, operate more efficiently, and expand internationally with confidence.

Technology & innovation

Innovation remains central to Total Soft's value creation model. In 2024–2025, the company executed a comprehensive modernization program supported by **R&D investments**, with strong focus on emerging technologies and cloud engineering.

AI agentic capabilities

Total Soft is progressing towards AI-first architecture supported by agentic systems designed to augment enterprise decision-making, streamline complex workflows, and provide long-term operational efficiencies to customers. The company is expanding its AI capabilities across all major product lines, with emphasis on:

- predictive analytics and intelligent automation,
- multi-agent orchestration across ERP, HCM, and Financial Services,
- embedded AI assistants for operational workflows,
- real-time decision support and KPI forecasting.

This technology direction forms the core of the next-generation Charisma platform strategy.

A major milestone in the company's innovation strategy is **Charisma EveryWARE**, a modern and scalable platform that provides the freedom to deploy on cloud or on-premise, truly democratizing technology to fit the unique requirements of each company. This adaptability unlocks exponential growth with smarter operations while maintaining compliance, security, and organizational resilience as markets evolve.

This platform lays the groundwork for future product releases and facilitates international deployments.



Cloud and SaaS transformation

In line with market expectations and customer demand, Total Soft continued to convert major products into **SaaS-ready offerings**, including:

- Charisma ERP
- Charisma HCM
- Charisma Financial Services
- Charisma Medical Software

This transition supports long-term recurring revenue growth, predictable cost structures for customers, and a scalable delivery model.

International expansion & partner network

Total Soft advanced its internationalization strategy through the expansion of its **global partner ecosystem**. New technology, consulting, and distribution alliances enabled the company to deliver multi-country projects more efficiently and to establish stronger market presence in **Europe, the Middle East, and Africa (EMEA)**. This approach was further reinforced by dedicated industry events hosted in **Warsaw, Vienna, and Berlin**, designed to engage financial institutions, leasing companies, manufacturers, and ecosystem partners seeking scalable, compliant digital solutions.

Key pillars of the partner model include:

- standardized deployment methodologies for cross-border rollouts,
- localized support and compliance alignment,
- joint innovation programs with technology partners.

The strengthened partner ecosystem is expected to serve as a catalyst for accelerating the international adoption of Charisma solutions.

Charisma Business Suite strategy

Total Soft continued to consolidate its competitive position in the **financial services** industry, a sector where the company is recognized among the **global top 10 leasing software providers**. In 2025, the company invested further in:

- The Origination platform for leasing and credit has been enhanced with intuitive digital portals for dealers and direct sales teams. These solutions are available with a dedicated user interface or can be implemented headlessly, enabling seamless integration into existing systems and tools used by leasing companies and their partners.
- To support embedded finance and omnichannel strategies, the company provides direct-to-consumer self-service journeys that allow customers to perform simulations, request offers, and apply for financing independently, improving conversion rates while reducing operational effort.
- The *self-service client portal for asset* financing enables leasing companies to maintain a transparent digital relationship with end customers throughout the contract lifecycle. In addition to supporting lean client service operations, the portal enables revenue growth through personalized offers targeted at customers approaching contract maturity.
- Spinity, the next-generation floor plan and stock financing platform and successor to Charisma Floor Plan, is a fully digital, collaborative solution. It connects manufacturers, dealers, and financing partners, supporting real-time asset sales, inventory turnover, financing operations, and communication across the ecosystem.
- modernization of existing deployments across Europe

These initiatives strengthen the scalability of the Financial Services platform and support accelerated adoption in EMEA.

The company's market visibility was further elevated through its role as Premium Sponsor at two of the most influential industry gatherings - **Leaseurope** and **Leasing Life** - strengthening awareness among top European leasing groups and financial institutions. These initiatives form a robust platform for accelerating international adoption of Charisma's cloud and SaaS solutions, reinforcing Total Soft's position as a trusted digital transformation ally for financial institutions and enterprise customers worldwide.

In addition, in 2025, Total Soft continued to strengthen its portfolio across ERP, HCM, and Healthcare platforms. **Charisma ERP** maintained its growth trajectory, driven by regional digitalization programs and by extensive process optimization initiatives in manufacturing, distribution, and construction. The platform's evolving architecture -integrating mobile capabilities, AI-enabled user experiences, and advanced interoperability - further accelerated adoption and reinforced its relevance in complex, multi-entity operational environments.

In parallel, **Charisma HCM** delivered strong performance across both private and public sectors, benefiting from its proven scalability, regulatory alignment, and ability to manage large, diverse workforces. **Charisma Medical Software** also expanded its market presence, supported by significant technological upgrades and rising demand for laboratory automation within healthcare organizations.

Together, these platforms demonstrate Total Soft's ability to provide integrated, industry-aligned enterprise solutions that drive organizational transformation and durable operational excellence.

“Digitization of Romania” and the public sector

Total Soft continued to expand its public sector footprint in 2025, supported by ongoing national digitalization efforts under the PNRR “Digitization of Romania” program. As public institutions modernize their services, infrastructure, and administrative processes, Total Soft is investing in capabilities that address sector-specific needs, while strengthening partnerships to ensure compliance with Romanian regulations and evolving standards.

A major milestone in 2025 is the **development of the SIMRU platform with the National Agency of Civil Servants (ANFP)**, a PNRR-funded initiative that will manage over 65,000 public administration employees. This project demonstrates the scalability of Charisma HCM and its role in modernizing HR processes across Romania's public sector.





New projects and customers

Total Soft has expanded its portfolio with new clients and top-line projects for all its solutions, mainly for Charisma ERP, Charisma HCM, Charisma Leasing, Charisma Medical. Some of the most relevant projects include the following:

Charisma ERP

In 2025, Total Soft strengthened its ERP portfolio by delivering strategic transformation projects for several leading companies across real estate, healthcare, and construction:

- an active player in the Romanian property and asset management market, selected Charisma ERP to streamline its financial operations and consolidate its expanding portfolio management activities.
- a fast-growing distributor and service provider in the optical and medical devices segment, chose Charisma ERP to modernize supply chain processes and improve traceability across its distribution channels.
- a recognized healthcare operator with a growing network of clinics and specialized services, implemented Charisma ERP to integrate administrative, financial, and operational workflows into a unified, compliant digital backbone.

Charisma HCM and HR outsourcing

2025 marked a significant expansion of the Charisma HCM footprint, as the solution has been chosen by some of the most reputable companies in FMCG, agriculture, manufacturing, retail, energy, and professional services. Some examples are:

- a major player in agricultural trading and grain storage, selected the platform to support HR digitalization aligned with seasonal workforce dynamics.
- one of the most successful retail chains in Romania, implemented Charisma HCM to manage substantial workforce volumes across multiple locations.
- Part of one of the largest energy groups in Southeastern Europe, selected the solution for streamlined HR operations aligned with its ongoing transformation initiatives.

- companies with national relevance such as a strategic operator in petroleum logistics and storage, and an important player in the agri-food sector, selected Charisma HCM to strengthen HR governance and compliance.
- a high-profile international company, part of the globally recognized fashion and retail group, entrusted Total Soft with key outsourcing services to support operational efficiency and regional business processes.
- one of the leading law firms in Central and Eastern Europe, selected Total Soft to enhance administrative and financial support functions through specialized outsourcing expertise.

In addition, in 2025, the company continued to invest in the Timea chatbot and deliver an exceptional employee experience.

Charisma Medical Software (CMS)

Total Soft continued to expand in the healthcare vertical through Charisma Medical Software (CMS), driven by digitalization needs in both public and private medical services.

- An emerging player in clinical diagnostics, adopted CMS to modernize laboratory workflows, enhance data accuracy, and accelerate patient service timelines.
- A company active in both optical retail and specialized medical services, extended its collaboration with Total Soft by adding CMS solutions to complement its ERP deployment - enabling fully integrated operational and clinical processes.

These projects reinforce Total Soft's role in supporting healthcare providers with secure, compliant, and interconnected technologies suited for modern medical environments.



People and culture

To support its growth trajectory, Total Soft launched two internship programs under the "Total Soft Bootcamp" initiative. These programs aim to recruit new talent and accelerate their development in the fields of consulting for digital solutions and software programming.

Additionally, in 2025, Total Soft continued strategic initiatives aimed at boosting productivity were set in motion, alongside the establishment of new KPIs and targets. Key learning programs furthered the progression toward the results-driven culture.

Risk management and compliance

Total Soft maintained full compliance with internationally recognized standards, including:

- **ISO 27001:2017** for information security
- **ISO 9001:2015** for quality
- **ISO 14001:2015** for environmental management
- **ISO 45001:2018** for occupational health and safety

These certifications ensure that the company continues to operate with rigorous governance practices, especially within regulated industries such as finance and healthcare.



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Board of Directors



M. Tuğrul Tekbulut
Chairman

Mr. M. Tuğrul Tekbulut graduated from Boğaziçi University's Department of Electrical Engineering in 1980 and received his master's degree in 1983 from the same department. In 1999, he completed the Owner and President Management program, an executive education program offered by Harvard Business School. He received a master's degree in bioengineering from the Sabancı University in 2006. In 1984, he established the software initiatives that come under the Logo Group.

Mr. Tekbulut also led the establishment of various civil initiatives regarding informatics, innovation, and entrepreneurship. He founded TÜSİAD Entrepreneurship and Innovation Working Group and co-founded Turkish Informatics Foundation and Software Industrialists Association between 2006 and 2009. During the same period Mr. Tekbulut served as the Chairman of TÜBİSAD Informatics Industry Association. He is serving as the Chairman of Logo's Board of Directors, and he is a member of Logo Group Committee.



M. Buğra Koyuncu
Vice Chairman and Logo Group CEO

Mr. M. Buğra Koyuncu graduated from İstanbul Technical University, Department of Control and Computer Engineering in 1994. In 1993, he joined Logo as a system analyst. Following his service as a project manager and then as a product development manager, he was appointed as the General Manager of the company in 2004 and as the CEO in October 2011. He is currently serving as the Vice Chairman of Logo's Board of Directors and Logo Group CEO. Koyuncu is also a member of Logo Group Committee.



Söz Ar
Board Member

Söz Ar graduated from Koç University, Faculty of Economics and Administrative Sciences, Economics and Business Administration departments with high honors in 2014. Ar started his career in Eczacıbaşı Building Group in the Financial Analysis and Category Finance departments in 2014. Between 2018-2021, he took part in investment and merger-acquisition projects in the Eczacıbaşı Holding Strategic Planning department as a manager. He served as Commercial Excellence Manager at VitrA UK in 2023–2024. He is currently continuing his career as Strategy and Commercial Projects Manager at Eczacıbaşı VitrA Karo.



Nezahat Gültekin
Board Member - Independent

Nezahat Gültekin has over 20 years of experience as a strategic advisor, investor, business owner and ecosystem builder in Silicon Valley and Europe. She served as Head of Advisory practice of UniCredit from its foundation. Previously she was Managing Director and Head of Technology Investment Banking for EMEA at Nomura. Prior to Nomura, Gültekin served as Director at Temasek, spearheading direct TMT investments in Europe, and served on the boards of Secret Escapes and BluJay. Previously, she provided independent strategic advisory services including as a Senior Advisor to Atlantic Bridge Capital in early and growth stage investments, and as a founding member of the Future Fifty Programme of Tech Nation, a Downing Street supported initiative to foster UK tech ecosystem, as well as initiating Tech Nation's fintech efforts. Gültekin had previous technology investment banking experience with Credit Suisse and Lehman Brothers where she advised on a number of M&A and capital raisings across software, internet, payments and deep tech verticals. She currently serves as independent NED on the board of Logo Yazilim, largest software company in Türkiye, and on the Advisory Board of Emotion Network in Italy, and on the voting panel of UK Tech Awards. Nezahat Gültekin has an MS in Management Science and Engineering from Stanford University as a Fulbright Scholar and a BS in Industrial Engineering from Middle East Technical University, Türkiye, as top of the graduating class.

**Lale Ergin**

Board Member - Independent

Ergin graduated from Middle East Technical University, School of Business Administration and completed the Executive MBA program at Koç University in 2001. In her 23 years of professional experience at the Borusan Group, she has established the strategy, business development, M&A and innovation functions groupwide and assumed the leadership role in all these functions for many years. Within this role, she was responsible from the preparation and management of the Group portfolio strategy, assessment of the step growth investment feasibilities, managing the merger, acquisition, divestment and partnership projects of the whole Group companies and incubation of new innovative, disruptive business models. She also led the digital transformation project among the Group. Ergin has been appointed as one of the 3 Executive Committee members as of the beginning of 2018 and she has assumed direct responsibility of 4 Group subsidiaries, namely Borusan Lojistik, Borusan EnBW Enerji, Supsan and Borusan Manheim as the Executive Board Member in all these companies. She was also a longterm board member at many of Borusan Group subsidiaries. She has joined ESA Esports & Media, which operates in the esports and video games industry, as Co-Founder and CEO in 2020. ESA, a new media entertainment platform that produces content in the field of esports and video games, also operates as an independent esports organization company with offline and online esports tournaments organized in its own esports arena. Lale Ergin is also Independent Board Member of Turcas Petrol.

**Boğaç Şimşir**

Board Member - Independent

Boğaç Şimşir graduated from İstanbul Technical University, Department of Mechanical Engineering in 1993 and then took Economics courses at the University of South Florida. He started his professional career as a project engineer at Delphi, a subsidiary of General Motors. He then joined Hyundai Motors, where he was trained in South Korea and Indonesia and played an important role as the engineer in charge of production during the commissioning of the Hyundai Plant in Türkiye. Between 1998 and 2003, he served as chief engineer in the field of heavy and commercial vehicle product development at Ford Otomotiv, where these projects contributed to the expansion of Ford's operations in Türkiye and the Turkish automotive industry's stronger position in the global arena. Between 2003 and 2006, he worked as an R&D specialist engineer in innovative projects at Arçelik, where he played an important role in the development of products that set an example for the world. These projects have been strategic steps that reinforced Arçelik's technological leadership in the global arena. In 2007, he co-founded Maybe Tasarım and in 2012 he co-founded BOxEr Design and Strategy. Between 2014 and 2024, he served as the Director of Innovation at Eczacıbaşı Building Products Group and under his leadership, he made the R&D center the best in Türkiye for six consecutive years and took Eczacıbaşı to the top 5 of the companies with the most inventions in Türkiye. He also pioneered the development of many innovative products by launching a smart and connected product development initiative. In his more than 30 years of engineering and management career, he has had the opportunity to work with multidisciplinary teams in international projects in countries such as the USA, Germany and the UK. Since 2024, he has been co-founder and innovation leader of o21Works and co-founder, board member and technology advisor of Good Sanitation Company. He has been an inventor on more than 250 patents and is one of the few inventors from Türkiye on the global patent ownership list. He was also selected as a 2020 UN Global Compact SDG Pioneer for the sustainability and hygiene projects he and his team carried out during the pandemic.

Executive management

**Gülnur Anlaş**

Logo Group Chief Financial Officer, CFO

A graduate of Middle East Technical University, Gülnur Anlaş holds an MBA from Texas Tech University, and MA in Economics from University of Delaware. Started her career in banking as an assistant auditor at Interbank in 1984 and thereafter worked at Chemical Bank and Westdeutsche Landesbank AG in corporate finance. Prior to joining Logo, she served as vice president of finance at the Teba.

Gülnur Anlaş joined Logo in 2006 as the Chief Financial Officer. During this period, she has supported Logo's operational efficiency projects and played an active role in the company's acquisitions of nine companies and their efficient integration into Logo. Parallel to Logo's ongoing strategy to excel in corporate governance, she has focused on conducting ratings and sustainability. Logo is the first software company to become public in 2000, and Anlaş has been responsible for managing investor relations with domestic and international investors. In 2016, she played an active role in the fully marketed offering of Logo's shares to qualified investors, marking the first successful internationally marketed deal in Türkiye since November 2014. Gülnur Anlaş is also a member of Logo Group Committee.

**İsmail Duran**

Logo Group Chief Technology Officer, CTO

Duran graduated from Middle East Technical University's Mechanical Engineering department. After working on Construction Tender and Progress software solutions, Duran joined Logo Special Projects department as a Software Developer in 1999. He continued his career outside of Logo between 2001 and 2003 by developing Hospital Automation as Uluslararası Bilgisayar A.Ş.'s partner and being a guest faculty member in a private university. After rejoining Logo family in 2003, he worked in various levels of R&D and infrastructure department for four years. Duran served as R&D Manager between 2007 and 2015, as Head Software Architect between 2015-2017 and as the Director of Software Architecture between 2016-2019. Since December 2019, he has been serving as the Chief Technology Officer of Logo Group. İsmail Duran is also a member of Logo Group Committee.

**Burak Göçmen**

Logo Group Chief Information Officer, CIO

Burak Göçmen graduated from Istanbul Technical University, Department of Electronics and Communication Engineering in 2000 and began his career that same year as a Network Engineer at HSBC. In 2003, he worked as a Network Engineer at TurkNet, and in 2004, he became a Senior Project Leader at HSBC. Later, in 2007, he moved to the United Arab Emirates to work as a Network Consultant at NCR, followed by a position as Network and Communications Manager at Abu Dhabi Commercial Bank in 2008. In 2014, he was appointed Vice President at First Abu Dhabi Bank. Burak served as the Infrastructure and Cybersecurity Services Manager at Eczacıbaşı Bilişim as of 2018. He joined Logo Yazılım in 2020 as the Director of Information Technologies, and he has been serving as Chief Information Officer since April 2025. Burak Göçmen is also a member of Logo Group Committee.

**Begüm Arş Türk**

Logo Group Chief Marketing and Customer Experience Officer, CMO

Begüm Arş Türk graduated from Yeditepe University, Department of Industrial Engineering and completed her master's degree in MBA at the same university. Arş Türk started her professional career in 2003 and worked as Marketing Manager at Zorlu Russia operations in 2004, and served in various roles in Retail Sales, Commercial Marketing, Retail Development and Product Planning at Turkcell between 2007 and 2015.

In 2016, Arş Türk joined Logo Software as Marketing Manager and was appointed Logo Yazılım Türkiye Marketing and Loyalty Management Director in 2019 and Logo Group CMO as of December 2020. In the software industry, she led the structuring of marketing product management processes, the implementation of customer-oriented strategic marketing plans, the transformation of customer segmentation structuring into a value-oriented model, the structuring of competition, profitability and subscription-oriented pricing strategies, the conduct of market research that listens to the voice of stakeholders, and the positioning of Logo Yazılım as the leading brand. As of October 2023, Arş Türk continues to work as CMO and is also a Logo Group Committee Member.

Begüm Arş Türk leads the establishment of robotic coding workshops by reaching schools in different regions of Türkiye with Logo Yazılım's "Dream Coders" social responsibility project, which aims to provide quality education and equal opportunities in education. She was also one of the founding supporters of the TurkishWin Million Women Mentor project. In addition, she is a member of the International Women's Forum (IWF), which was established with the aim of developing and increasing women's leadership. Arş Türk actively participates in the Brands for Good Movement launched by the Sustainability Academy and involving CMOs of Türkiye's leading brands, the Turkish Social Responsibility Association (TKSD), CMO Society and Pazarlamasyon New Generation Community.

**Akın Sertcan**

Logo Türkiye General Manager

Born in 1971 in İzmit, Akın Sertcan graduated from İzmir Dokuz Eylül University, Department of Computer Programming in 1990. He started his career in the IT sector in İzmir in 1989. He worked as Sales Manager and Sales and Marketing Coordinator in different companies until 1996. After working as Aegean Region Manager at Index Bilgisayar, he joined Logo Yazılım as Aegean Region Channel Sales Manager in 1996. While he was appointed as Aegean Regional Manager in 2008, he took on the responsibilities of SME Products Executive Committee Member and Channel and Sales Operations Executive Committee Member respectively between 2012-2019.

Sertcan managed the processes of developing the business partnership ecosystem, establishing domestic and international channel and sales models, and worked on new channel and product strategies. He led the end-to-end organization of the product development, sales, support, roject and customer relations structure and the establishment of new business units. He played an active role in the digitalization of processes in the partner ecosystem. As of June 2019, Mr. Sertcan is the General Manager of Logo Yazılım Türkiye and is also a member of Logo Group Committee.

In addition to his duties at Logo Yazılım, Akın Sertcan is currently a member of the Board of Directors and Vice Chairman of the Software and Information Services Committee at the Service Exporters Association. He also continues to contribute to the sector as a member of the TOBB Software Assembly, a member of the Board of Directors of YASAD and a delegate to the İzmir General Assembly of the Turkish Informatics Association.

**Arslan Arslan**

Logo Retail Solutions General Manager

Arslan Arslan graduated from the Middle East Technical University – Department of Computer Engineering in 1996 and completed his master's degree in the Middle East Technical University – Department of Computer Engineering in 1999. He is one of the founding partners of Özgün Yazılım Software Company, a Logo solutions partner. In 1998, he joined Logo as an R&D Software Engineer. Between 2000 and 2005 he worked on R&D projects at Logo's Frankfurt office. He returned to Türkiye in 2005 to work as R&D group manager at Logo's Ankara office, prior to his appointment as the Director of Infrastructure and Tools in 2006. Between January 2012 and June 2019, he has served as an Executive Committee Member. He served as General Manager of Logo Retail Solutions between 2019 and 2025.



Başak Kural

Logo Financial Technologies General Manager

Kural graduated from İstanbul Technical University Faculty of Business Administration, Industrial Engineering Department in 2003 and from Bilgi University MBA program in 2017. She started her career as a product manager in Beko Elektronik A.Ş. Kural, who started to work in the marketing department of Turkcell İletişim A.Ş. as of 2007, served as the Group Manager responsible from Mobile Internet Revenues in Avea between 2010 and 2014 and then as the Strategy Director responsible from Technology and Regulation Strategies in Turk Telekom Group between 2014-2017. Kural served as the General Manager of Logo Elektronik between March 2017 and March 2025. Since April 2025, she has been serving as the General Manager of Logo Financial Technologies.



Mehmet Bora Buluş

Logo Group Artificial Intelligence Transformation Director

After graduating from Boğaziçi University, Department of Computer Programming in 1997 Mehmet Bora Buluş joined Logo as software engineer under Information Systems department. He was appointed as Information Systems Manager in 2001 and executed infrastructure projects under this role. He served as IT Director between June 2014 and April 2020, and he played an active role in Logo's ISO 27001-ISO 22301 Quality Management Systems implementation and execution in addition to his IT related responsibilities. Between April 2020-March 2025, he served as the Group Agile Projects Director executing transformation projects of the Logo Group. As of March 2025, he has been serving as the Group Artificial Intelligence Transformation Director responsible for development of Group's AI governance framework and transformation. As a contributor to the social responsibility projects, Mehmet Bora Buluş is an active participant of Business Against Domestic Violence (BADV) project of Sabancı University and is a volunteer providing extracurricular IT and Technology related training to Mehmet Tuğrul Tekbulut Technical Vocational High School students.



Nebahat Kesgin

Logo Group Director, People and Organizational Transformation

A graduate of Anadolu University's Labor Economics and Industrial Relations, Nebahat Kesgin started her career in 1993. After her experience in food and banking sectors, Kesgin continued her career in Human Resources. Kesgin joined Logo as Human Resources Manager in 2012 after various responsibilities within HR functions in aviation and manufacturing industries.

Kesgin was appointed as Logo Group Director for Pay&Rewards&Employee Relations in 2019. She led organizational capacity and efficiency, personnel and payroll, budget, pay and benefits, rewards, discipline processes, People and Organizational Development Business Partnership, employee branding, talent acquisition and reporting processes. Since March 2021, she has been serving as the People and Organizational Transformation Director responsible for all P&OT units.



Özlem Gemici

Logo Group Director, Strategy

Özlem Gemici completed her undergraduate studies with a double-major in Political Science and Neuroscience at Oberlin College (Ohio, USA) in 2007; followed by a master's degree at Georgetown University (Washington DC, USA) School of Foreign Service in 2011 in the field of Arab Studies with a focus on Economics. Gemici, started her career at an NGO working in the field of foreign policy and continued as a research and teaching assistant during her graduate studies with a focus on the economic development of the Middle East. After her graduate studies, Gemici conducted country and market risk analysis at PFC Energy (Washington DC, USA) on oil and natural gas in the Middle East. In 2012, Gemici worked as an Analyst & Strategy Specialist at Enprode Engineering & Consulting, where she carried out feasibility studies and provided consultancy for power plant investments. In 2013, Gemici joined the Strategy and Business Development team of Enerjisa, where she was promoted to the role of Strategy and Business Development Manager after working in strategic planning, business development, mergers and acquisitions, performance management, sustainability and corporate transformation areas during pre- and post-IPO periods of the company. In 2020, Gemici took on the responsibility as the Mergers and Acquisitions (M&A) Manager of Enerjisa Enerji. Since November 2021, she has been working as the Strategy Director of Logo Group.



General overview

Value creation focused approach

Corporate governance and financial performance approach

Innovation focused approach

Customer experience and ecosystem focused approach

Employee experience focused approach

Social impact focused approach

Environmental impact focused approach

International overview

Corporate overview

Financial overview

Appendices



Ayhan İnal

Logo Group Technical Projects Director

Graduated from Yıldız University Mechanical Engineering department in 1991, İnal started his career at Logo in 1989 as software expert. İnal served as Software Engineering, Product Development Manager and Product Development Director, and contributed to the establishment of Logo's product development process management system LAPIS (Logo Agile Process Improvement System). Since January 2023, he has been serving as the Logo Group Technical Projects Director.



Okan Şafak

Logo Group Growth Projects Director

Graduated from Okan University Computer Engineering Department in 2012, Okan started his career at Sovos Türkiye as Technology Consultant in 2013. Okan served as Analyst, Solutions Management Operation Specialist, Alliances & Solution Manager and Channel Manager until 2019. He served as Co-Founder and CEO at Mükellef between the years 2019 and 2025. Okan has been serving as Logo Group Growth Projects Director since January 2025.

Statement of responsibility

Statement of responsibility pursuant to article 9 of the Capital Markets Board communiqué on principles of financial reporting in capital markets (II-14.1)

Date of the board resolution approving the financial statements: 17/02/2026

Number: 2026/5

Under the Capital markets Board Regulations, we hereby declare that the consolidated Balance Sheet, Statement of

Income, Statement of Other Comprehensive Income, Statement of Cash Flow, Statement of Changes in Equity along with the related Notes ("Financial Statements") prepared by the Company and audited by the Independent auditor DRT Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. (Member of Deloitte Touche Tohmatsu Limited) for the period 01.01.2025-31.12.2025 under the CMB Financial Reporting Communiqué numbered II-14.1 in accordance with Turkish Accounting Principles/ Turkish Financial Reporting Standards (TAP/TFRS) and in line with the compulsory formats determined by the CMB,

Have been reviewed by us,

Do not contain any inaccuracy in all material respects and are free of omissions that may be regarded as misleading as of the issue date within the framework of the information provided to us in relation to our tasks and responsibilities related to the Company,

The financial statements prepared in line with the Communiqué present fairly the assets, liabilities, financial position and the results of operations of the Company as well as of the companies included in the scope of consolidation within the framework of the information provided to us in relation to our tasks and responsibilities related to the Company.

Sincerely,

Nezahat Gültekin

Audit Committee President

Lale Ergin

Audit Committee Member

M. Buğra Koyuncu

Vice Chairman and Logo Group CEO

Gülnur Anlaş

Logo Group CFO



Statement of responsibility

Statement of responsibility pursuant to article 9 of the capital markets board communiqué on principles of financial reporting in capital markets (II-14.1)

Date of the board resolution approving the annual report: 03/03/2026

Number: 2026/7

2025 Integrated Annual Report including the Annual Report prepared by our company, pursuant to Turkish Commercial Code and to Capital Markets Board's Communiqué on Principles of Financial Reporting in Capital Markets (II-14.1), and independently audited by DRT Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. (Member of Deloitte Touche Tohmatsu Limited) is attached.

In pursuant to CMB regulation, we declare that, we have examined the Integrated Annual Report, the Corporate Governance Compliance Report, the Corporate Governance Information Form and the disclosure regarding CMB's Sustainability Principles Compliance Framework prepared by our company; within the framework of information available in so far as our duties and responsibilities, it does not contain any misinterpretation of the facts on major issues, or any omission that may be construed as misleading as of the date of the disclosure; within the framework of information available in so far as our duties and responsibilities, the Integrated Annual report including the Annual Report that is prepared in accordance with the Communiqué, fairly reflects the development and the performance of the operations, the financial condition of the Company together with its consolidated subsidiaries, and with the main risks and uncertainties.

Sincerely,

Nezahat Gültekin

Audit Committee President

Lale Ergin

Audit Committee Member

M. Buğra Koyuncu

Vice Chairman and Logo Group CEO

Gülnur Anlaş

Logo Group CFO

Corporate governance

Statement of Compliance with the Principles of Corporate Governance

In the period between January 1, 2025, and December 31, 2025, Logo fully complied with the mandatory provisions of the Capital Markets Board (CMB) Communiqué on Corporate Governance issued in the beginning of the year 2014. At the same time the company strives to comply with the non-mandatory principles to the maximum degree possible. In this respect, for the principles that are not complied with or complied partially with, the company's evaluations continue for the compatibility of these principles with the country and market conditions, and the Company's structure:

1.3.10 The agenda of the General Shareholder's Meeting did not include a separate item detailing the amounts and the beneficiaries of all donations and contributions, but included a separate item included total amounts.

1.5.2 The Articles of Association does not extend the use of minority rights to those who own less than one twentieth of the outstanding shares and does not expand the scope of the minority right.

4.4.7 There are no limits to external commitments of board members.

4.5.5 Board members serve in more than one of the Board's committees since there are only six board members.

4.6.1 The board of directors has not conducted a board performance evaluation to review whether it has discharged all its responsibilities effectively.

4.6.5 The individual remuneration of board members and executives is not disclosed in the annual report. Only non-executive and independent board members are remunerated, and the amounts are disclosed in the annual report. Total amount was disclosed for executive team.

As part of the Company's Corporate Governance Compliance Reporting for 2025, the Corporate Governance Compliance Report (CRF) and the Corporate Governance Information Form (CGIF), which contain the most up-to-date information regarding the corporate governance practices at Logo Yazılım are accepted by our Board and announced on the page of our company at the Public Disclosure Platform (KAP).

Corporate governance rating

The level of compliance of Logo Yazılım with the Principles of Corporate Governance is publicly announced through Corporate Governance Compliance Statement. Saha Corporate Governance and Credit Rating A.Ş. ("Saha Rating") completed the revision study on December 12th, 2025, and announced Logo's corporate governance rating score as

9.50 on a scale of 10. With the improvements and efforts in the last 16 years, rating score improved to 9.50 from 8.05, the first rating dated December 2009.

Logo's rating score on the four main sections are presented below:

Main areas	Weight	Score
Shareholders	25%	90.94
Public disclosure and transparency	25%	98.34
Stakeholders	15%	98.78
Board of Directors	35%	93.90
Total	100%	95.00



The full text of the corporate governance compliance report prepared by Saha Rating is available at the company website www.logo.com.tr.

The Board of Directors, which consists of 6 (six) members who are elected by the General Assembly in accordance with the provisions of Turkish Commercial Code carries out the activities and administration of the company. Half of the members of the board are elected from among the candidates, who were nominated by the Class A shareholders. The board members may be elected for a maximum term of 3 (three) years and can be re-elected after their term is complete. If deemed necessary, the General Assembly may dismiss or replace the board members. The number, qualifications, election, nomination, terms of reference and duties of the independent board members are determined in accordance with the Capital Markets Regulations and the Principles of Corporate Governance. In that respect, Nezahat Gültekin, Lale Ergin and Boğaç Şimşir were elected as the independent board members. The Chairman of the Board is elected from among the board members, who were nominated by the Class A shareholders.

Biographies of the board members and the executive team are available on the corporate website. The Chairman and CEO roles are undertaken by different persons.

In case any member of the Board of Directors is declared bankrupt, faces restriction of capacity or loses the legal

conditions required for membership or qualifications set forth in the Articles of Association, his/her membership automatically terminates.

If there is a vacancy in the board for any reason, the Board of Directors temporarily elects a person, who satisfies the legal conditions for board membership and submits it to the approval in the following general assembly meeting. The members selected in such manner shall serve until the general assembly meeting and if approved, they can complete the term of their predecessors.

If an independent board member fails to satisfy any of the independence criteria during his/her term or resigns due to other reasons or when they are not able to serve on the board anymore, new independent members shall be appointed for the vacancy by the Board of Directors to meet the criteria for the minimum number of independent members in accordance with the Capital Markets Law and the Capital Markets Board's regulations.

The nominees to fill the vacancy of a board member, who was nominated by the Class A shareholders, shall be determined by the board members, who were nominated by the Class A shareholders.

Independent Board Member Ms. Nezahat Gültekin serves as the President of the Corporate Governance Committee

All of the independent members fulfill the criteria for independence.

Statements of independence

I declare that I am a candidate for assuming the role of an "Independent Member" on the Board of Directors of Logo Yazılım Sanayi ve Ticaret A.Ş. (Company), within the scope of the criteria stipulated in the legislations, the Articles of Association and the Capital Markets Board's Corporate Governance Communiqué (n. II-17:1), and within this scope;

- a)** Within the last five years, no executive employment relation that would give important duties and responsibilities has been established between me, my spouse, my second degree relatives by blood or by marriage and the Company and the subsidiaries of the Company, and shareholders who control the management of the Company or who have significant influence at the Company and juridical persons controlled by these shareholders; and that I neither possess more than 5% of any and all capital or voting rights or privileged shares nor have significant commercial relations,
- b)** Within the last five years, I have not worked as an executive manager with important duties and responsibilities or have not been a member of the Board of Directors or held shares more than 5% particularly in the companies that provide auditing, rating and consulting services for the Company (including tax audit, legal audit, internal audit), and in the companies that the Company purchase products and services from or sells products and services to within the framework of the agreements signed during the timeframe of selling/ purchasing of the products and services,

- c)** I have the professional training, knowledge, and experience that will help me properly carry out the tasks and duties I will assume as a result of my independent membership in the Board of Directors,
- d)** In accordance with the legislations, I will not be working fulltime in public institutions and organizations except working as an academician at the university after being elected as a member,
- e)** I do have strong ethical standards, professional standing and experience that will help me positively contribute to the activities of the Company and remain neutral in conflicts of interests between the company's shareholders, and that will help me take decisions freely by taking the rights of the stakeholders into consideration,
- f)** I will be able to spare sufficient time for the business of the Company to an extent that will help me pursue the activities of the Company and fulfill the requirements of my tasks and duties,
- g)** I have not been a member of the Board of Directors of the Company for more than six years in total within the last decade,
- h)** I have not been an independent member of the Board of Directors in the Company or in more than three of the companies controlled by the shareholders, who control the management of the Company and in more than five of the publicly traded companies in total,
- i)** I have not been registered and announced on behalf of the legal person elected as a member of the Board of Directors.

Nezahat Gültekin

Board of Directors	Position	Executive / Non-executive	Term of office
M. Tuğrul Tekbulut	Chairman of the Board	Executive	(11 March 1986)] /Ongoing
M. Buğra Koyuncu	Vice Chairman of the Board	Executive	(3 May 2019)] /Ongoing
Söz Ar	Board Member	Non-executive	(15 April 2022)] /Ongoing
Nezahat Gültekin	Board Member-Independent	Non-executive	(15 April 2022)] /Ongoing
Lale Ergin	Board Member-Independent	Non-executive	(27 March 2023)]/Ongoing
Boğaç Şimşir	Board Member-Independent	Non-executive	(14 April 2025)]/Ongoing



Statements of independence

I hereby declare to be the candidate to serve as an “independent member” at the Board of Directors of the Company titled Logo Yazılım Sanayi ve Ticaret A.Ş. (“Company”) in the scope of the criteria stated in the legislation, the Articles of Association and the Capital Markets Board’s Corporate Governance Communiqué. In this scope;

- a)** In the last five years, significant duties and responsibilities have not been established in the executive position to be undertaken, no more than 5% of the capital or voting rights or preference shares are held together or alone or a commercial relationship has not been established in a significant manner by me, my spouse and blood relatives and relatives by marriage up to second degree with the Company, the partnerships in which the Company has management control or significant influence and partners who control over the Company or have significant influence over the Company and legal entities in which these partners have management control,
- b)** In the last five years, I have not been the partner (5 % or over), the employee working in the management position who will assume significant tasks and responsibilities or the Board Member during periods when service or product is purchased or sold in companies where the company has purchased or sold significant amounts of services or products within the framework of the agreements made, especially the audit (including tax audit, legal audit, internal audit), grading and consultancy of the Company,
- c)** Due to the fact that I’m acting as an Independent Board Member, I have the vocational training, knowledge and experience to fulfill the tasks I will undertake,

- d)** I will not work full-time in public institutions and organizations after being elected as a member, except for university faculty member, provided that the legislation is in compliance,
- e)** According to Income Tax Law dated 31/12/1960 and numbered 193, I’m resident in Türkiye,
- f)** I have strong ethical standards, professional reputation and experience, which can allow me to make positive contributions to the Company’s activities, to protect my impartiality in conflicts of interest between the company and shareholder, to freely decide upon the interests of the stakeholders,
- g)** I will spare time for corporate activities that can interfere with the operation of the Company’s activities and fully meet the requirements of the tasks I undertake,
- h)** I have not been a member of the Board of Directors of the Company for more than six years in the last ten years,
- i)** I have not been the Independent Board Member more than five out of the publicly traded Companies in total and more than three out of the Companies in which the Organization or partners have management control who have management control over the Company,
- j)** I have not been registered and announced on behalf of the legal entity elected as the Board Member.

Lale Ergin

Statements of independence

I hereby declare to be the candidate to serve as an “independent member” at the Board of Directors of the Company titled Logo Yazılım Sanayi ve Ticaret A.Ş. (“Company”) in the scope of the criteria stated in the legislation, the Articles of Association and the Capital Markets Board’s Corporate Governance Communiqué. In this scope;

- a)** In the last five years, significant duties and responsibilities have not been established in the executive position to be undertaken, no more than 5% of the capital or voting rights or preference shares are held together or alone or a commercial relationship has not been established in a significant manner by me, my spouse and blood relatives and relatives by marriage up to second degree with the Company, the partnerships in which the Company has management control or significant influence and partners who control over the Company or have significant influence over the Company and legal entities in which these partners have management control,
- b)** In the last five years, I have not been the partner (5 % or over), the employee working in the management position who will assume significant tasks and responsibilities or the Board Member during periods when service or product is purchased or sold in companies where the company has purchased or sold significant amounts of services or products within the framework of the agreements made, especially the audit (including tax audit, legal audit, internal audit), grading and consultancy of the Company,

- c)** Due to the fact that I’m acting as an Independent Board Member, I have the vocational training, knowledge and experience to fulfill the tasks I will undertake,
- d)** I will not work full-time in public institutions and organizations after being elected as a member, except for university faculty member, provided that the legislation is in compliance,
- e)** According to Income Tax Law dated 31/12/1960 and numbered 193, I’m resident in Türkiye,
- f)** I have strong ethical standards, professional reputation and experience, which can allow me to make positive contributions to the Company’s activities, to protect my impartiality in conflicts of interest between the company and shareholder, to freely decide upon the interests of the stakeholders,
- g)** I will spare time for corporate activities that can interfere with the operation of the Company’s activities and fully meet the requirements of the tasks I undertake,
- h)** I have not been a member of the Board of Directors of the Company for more than six years in the last ten years,
- i)** I have not been the Independent Board Member more than five out of the publicly traded Companies in total and more than three out of the Companies in which the Organization or partners have management control who have management control over the Company,
- j)** I have not been registered and announced on behalf of the legal entity elected as the Board Member.

Boğaç Şimşir



Other duties of the members of board

The Board of Directors is authorized to manage, represent, and bind the company, as well as make the decisions on any matter except the issues, on which the General Assembly has been exclusively authorized to resolve pursuant to the Turkish Commercial Code, the Capital Market Law, and the Articles of Association. The duties undertaken by the board members in Logo Group companies and in other companies do not cause any conflict of interest with their board membership position.

Terms of reference of the Board of Directors

The Board of Directors meets upon the invitation by the chairman as required. During the absence of the chairman, the invitation is to be made by the deputy chairman. Any board member may invite the Board of Directors for a meeting with a written request made to the chairman. The agenda for the periodic or ad hoc board meetings is prepared by the board secretary in coordination with the chairman and the deputy chairman. The financial and legal affairs department and the executive management secretary facilitate the communication among the board members in respect of the meetings. The date and agenda of the board meetings is notified seven days in advance by registered letter, telex, fax, or electronic mail. The Board of Directors meets and resolves at the headquarters of the company. If deemed necessary, the chairman may invite members for a meeting in a place other than the headquarters of the company or in a place abroad.

The meeting quorum of the Board of Directors including the postponed meetings is established upon the

attendance of at least 5 (five) members. Affirmative votes of at least four board members are required for the board to resolve (including the postponed meetings), save for and without detriment to the board resolutions that require affirmative votes of the independent board members as per the Capital Markets Regulations and the Principles of Corporate Governance.

No board member has the right of veto, or a privilege or a special voting right in case of equality of the votes. Each member of the Board of Directors has one vote including the chairman and no board member has a weighted voting right,

In 2025, the Board of Directors has convened 32 times in total. In the reporting period, there was no dissenting vote, reasons for which were required to be recorded in the minutes, submitted to the independent auditors in writing or announced to the public.

Meeting minutes, which are considered as trade secrets shall not be disclosed to the public. However, the material issues that are resolved in the meeting are publicly announced through a material event disclosure statement. The material board resolutions are also disclosed on the company's website.

The board resolutions, which involve material transactions or related party transactions, require affirmative votes of the majority of the independent members pursuant to the Corporate Governance Communiqué II-17.1 of the Capital Markets Board

The company has a directors and officers' liability insurance policy for potential losses that might occur as a result of a fault by the board members.

Number, structure and independence of Board Committees

The terms of reference of the board committees were prepared and the relevant units were assigned with the duty to follow up. The Audit Committee provided opinion to the Board of Directors on the appointment of the independent auditor, the audit of the financial statements and the financial situation of the company. The Corporate Governance Committee evaluated the amendments to the Articles of Association, compliance with the Principles of Corporate Governance and the investor relations activities. The Risk Committee provided opinion in the meetings of the Board of Directors.

The Audit Committee, the Corporate Governance Committee, and the Risk Committee provided a significant contribution to the company in terms of improving the corporate governance practices and ensuring that the financial statement is accurately and transparently prepared in compliance with the regulations. The Nomination Committee and the

Remuneration Committee were also established pursuant to the CMB Principles on Corporate Governance.

The committee members are elected mostly from among the non-executive members and independent members of the board. Only independent members serve as the president of the committees. Since there are three independent members, the same board members have to serve on multiple committees. The procedures to be followed by the committees were specified in the terms of reference disclosed on the website of the company and Public Disclosure Platform. Both the president and the member of the Audit Committee were appointed from among independent members. The presidents of other committees are also independent board members, and their members were elected mostly from among the non-executive board members. Qualifications of committee members are presented to the Board of Directors section of the annual report and the company website.



Terms of reference of committees

Audit Committee

Nezahat Gültekin – President

Lale Ergin - Member

Duties and Operating Principles

Purpose

The Audit Committee was established with a Board of Directors resolution in accordance with the Capital Market Board's Communiqué II-17.1, in order to assist the Board of Directors in fulfilling its financial and operational duties. The Audit Committee supervises the execution and monitor the efficiency of the accounting system of the company, the audit and the disclosure of the financial information and the internal control system.

Authority and scope

The Audit Committee;

- Verifies the accuracy and transparency of financial statements, footnotes and other financial information, and their compliance with the legislation and international accounting standards, and informs the Board of Directors in writing by taking the opinion of the independent audit company
- Investigates the independence and qualifications of the independent audit firm and its employees on behalf of the Board of Directors.
- Monitors the accounting system of the company, the public disclosure of financial statements, and the effectiveness of the independent audit and internal control systems;
- Oversees the appointment of the audit firm, preparation of audit agreements, and initiation of the audit process and all activities related to the external audit process;
- Evaluates and resolves any complaint from within or outside the Company regarding accounting practices, the internal control system, or independent audit; and
- Reviews the measures taken for compliance with the legal and internal policies of the company

The Committee shall advise the Board of Directors within its scope of responsibilities. Final decisions ultimately rest with the Board.

Committee Structure

In accordance with the CMB Communiqué II-17.1 on Determination and Implementation of the Principles of Corporate Governance, all members of the Audit Committee shall be independent board members. The Committee members shall be determined each year at the first board meeting following the Ordinary General Assembly meeting.

Committee Meetings and Reporting

The Audit Committee shall convene at least every 3 months and submits the outcome of the meeting to the Board of Directors. The Audit Committee shall produce minutes of its proceedings, which shall be signed and properly filed by the Committee members. The Committee shall inform the Board about matters within its scope of responsibility.

Responsibilities

a) Financial statements and announcements

- The Audit Committee shall monitor whether financial statements and their explanatory notes are prepared in accordance with the applicable accounting standards upon receiving the opinion of the external audit firm and the responsible executives.
- The Audit Committee shall review the annual report disclosed to the public and ensure the accuracy and consistency of the information included in the report to the extent of its knowledge.
- The Audit Committee shall review the changes in the accounting policies, internal control system and the regulations, which would materially impact the financial statements of the Company and report the same to the Board of Directors.
- The Audit Committee shall review significant accounting and reporting issues as well as legal matters, and their potential impact on the financial statements.

b) Independent audit firm

- The Audit Committee is responsible for evaluating the external audit firm to be appointed and monitoring their activities and signing of the agreement.
- The Appointment or replacement of the external audit firm, initiation of the audit process, and review and evaluation of the audit firm's activities shall be conducted under the monitoring of the Audit Committee.
- The Audit Committee shall review the scope and process proposed by the audit firm and informs the Board of Directors about the matters that impede the efficiency of the same.
- The Audit Committee shall assess the external auditor's independence.
- The Audit Committee shall ensure that the information regarding material issues identified by the external auditor and the recommended actions obtained and discussed in a timely manner.
- The Audit Committee shall review and approve the fees and compensation provided to the external auditor

c) Compliance with legal requirements

- The Committee shall ensure that the activities of the company are conducted in accordance with the legal requirements and internal regulations and identify procedures to be applied in case of non-compliance.
- The Audit Committee shall evaluate complaints received regarding the accounting system, internal control system and the external audit process, on a confidential basis.

Corporate Governance Committee

Nezahat Gültekin - President

M. Tuğrul Tekbulut - Member

Boğaç Şimşir - Member

Canan Şenkut - Member

Duties and Operating Principles

Purpose

The Corporate Governance Committee monitors whether the company follows the corporate governance and sustainability principles, determines the reasons and any conflict of interest due to non-compliance, offers mitigating to the Board of Directors, and supervises the Investor Relations Department.

Authority and scope

The Committee shall arrange for periodic reviews of the terms of reference and recommend changes, if needed, to the Board of Directors. The final decision ultimately rests with the Board of Directors.

The Corporate Governance Committee;

- Facilitates and improves the corporate governance and sustainability principles' adaptation and implementation within the Company;
- Conducts the annual corporate governance and sustainability evaluation of the Board of Directors and presents a report to the approval of the board in this regard;
- Oversees the activities of the Investor Relations Department; and
- Makes recommendations on the functioning and effectiveness of the Board of Directors and its committees.



Nomination committee

Boğaç Şimşir - President
M. Tuğrul Tekbulut - Member
Söz Ar - Member

The Nomination Committee;

- Establishes a transparent system to identify, evaluate and train appropriate nominees to the Board of Directors and developing related policies and strategies;
- Arranges for periodic reviews of the structure and efficiency of the Board of Directors and recommending changes thereto;
- Establishes and reviews the approach and practices for the evaluation of performance and career planning of the board members and the executive team.

Remuneration committee

Lale Ergin - President
M. Tuğrul Tekbulut - Member
Boğaç Şimşir - Member

Remuneration Committee;

- Advises the board on the framework for remuneration of the members of the board and the executive team in line with the long-term objectives of the company;
- Determines compensation criteria for the board members and the executive team according to the company and the individual performance (Stock options and payment schedules based on the company's performance are not applied to the remuneration of the independent board members);
- Advises the board on the compensation packages of the members of the board and the executive team based on achievement of the relevant criteria

Structure of the committee

- The committee shall be established as per the Articles of Association of the company. The Committee shall consist of at least two members.
- The chairperson of the committee shall be appointed from among the independent board members.
- If the committee comprises two members, both of them if more than two members the majority of them shall be appointed from among the non-executive Board members. The CEO, the general manager, and the CFO cannot be appointed to the committee.
- The Committee may obtain a professional opinion from specialist advisors if necessary.
- The Committee members shall be determined each year at the first board meeting following the Ordinary General Assembly meeting.
- The committee shall convene with the presence of the majority of its members and make decisions by a majority of the votes.
- The board secretary serves also as the secretary of the Remuneration Committee.

Reporting responsibility

- The Remuneration Committee shall convene as it is required to perform its duties.
- The committee decisions shall be reported to the Board of Directors.
- The Board secretary is responsible for taking the minutes and filing the proceedings and resolutions of the meetings.

Risk committee

Lale Ergin - President
Söz Ar - Member

Duties and Operating Principles

Purpose

The Risk Committee identifies the risks that might endanger the existence, development, and continuity of the company, implements the required measures and conducts risk management related studies, and reviews the risk management systems at least once a year.

Authority and scope

The Risk Committee;

- Establishes effective internal control systems to determine, evaluate, monitor and manage significant risks and their likelihood and magnitude, which would affect the company in achieving its objectives;
- Integrates the risk management and internal control systems to the corporate structure and monitors their effectiveness;
- Ensures that the company's risk management and internal control systems measures and reports on the risk factors and that these risk factors are taken into account by decision making mechanisms,
- Reviews its terms of references periodically and, if necessary, advises the board on required changes, if necessary. The ultimate responsibility with respect to the final decision rests with the board.

Committee structure

- The committee is established in accordance with the Articles of Association of the company.
- The committee consists of at least two members. The chairman of the Committee is elected from among independent directors. The CEO / General Manager cannot become a member of the Committee.
- The committee may receive opinion from independent specialists on matters that they find necessary.
- The committee members shall be determined each year at the first board meeting following the ordinary general assembly meeting.
- The committee shall convene with the attendance of one plus half of its members and take decisions by the majority of the votes.
- The secretary of the Board of Directors serves also as the secretary of the Risk Committee.

Committee meetings and reporting

- The Risk Committee meets at least once every three months and presents the outcome of the meeting to the Board of Directors.
- The committee ensures that the Board of Directors is informed about the issues, which are within the scope of the committee's authority and responsibility.
- The board secretary is responsible for taking the minutes and filing the proceedings and resolutions of the committee



The number of committee meetings held in 2025 is presented below:

Audit Committee: 6

Corporate Governance Committee: 4

Nomination: 1

Remuneration: 1

Early detection of risk Committee: 6

Board Member	Position	Number of meetings	Attendance
M. Tuğrul Tekbulut	Chairman of the Board	32	30
M. Buğra Koyuncu	Vice Chairman of the Board	32	32
Söz Ar	Board Member	32	24
Nezahat Gültekin	Board Member-Independent	32	13
Lale Ergin	Board Member-Independent	32	30
Boğaç Şimşir*	Board Member-Independent	22	21

* For Board members selected on the Annual General Assembly dated April 14th, 2025, attendance is shown for the meetings after the AGM.

Remuneration of Board Members and Executive Team :

Any rights, benefits, and remuneration provided to the board members and the executive team as well as the criteria used, and the Remuneration Policy are announced on the company website. The Remuneration Policy applicable to the board members and the executive team, which was prepared in accordance with the Principles of Corporate Governances, was presented to the shareholders in the General Assembly meeting dated April 14, 2025 , pursuant to the Capital Markets Board's regulations. The information was provided with

respect to the board members and the executive team. Only the non-executive and independent members of the board receive a gross fee of 54.000 TL per month and the other board members do not receive any financial benefit for their service on the board. The company did not grant any warranty, debt or loan to any board member or executive. In 2025, total payment made to the senior executives equals to 3173 million TL. All the benefits provided to the senior management are short-term benefits.

Internal control mechanism, risk management and internal audit

The primary objective of the internal control mechanism, risk management, and internal audit activities is to identify, effectively manage, and monitor, through a holistic approach, the risks to which the Company is exposed or may potentially be exposed, and to ensure that the practices established within this scope are continuously reviewed and evaluated.

The effectiveness of the internal audit and risk management systems established within the Company under the internal control framework was regularly monitored and assessed throughout the 2025 operating period under the oversight of the Committee for the Early Detection of Risk and the Audit Committee. Within this scope, internal audit activities are carried out with the aim of addressing the risks faced by the Company through a systematic, disciplined, and independent approach, reviewing the adequacy and effectiveness of risk management processes, and identifying areas for improvement.

In this context, the risk management and internal audit systems are operated in a manner that enables the timely identification, monitoring, and effective management of risks faced by the Company. The potential impacts of these risks on the Company's strategies and objectives are reviewed on a regular basis, and timely and reliable reporting is provided to the relevant governing bodies (Committees).

Further information regarding the Company's risk management practices can be found in the "**Risk Management**" section under the heading "**Corporate Governance and Financial Performance Approach**" in this report.

Legal disclosures

Information on privileged shares: The company's capital is categorized in two groups as Group A and Group B shares. In accordance with the Articles of Association, Group A shareholders are entitled to nominate half of the members of the board. Also the chairperson of the board is elected from among the board members nominated by Group A shareholders

Information on legal actions against the Company, which would have an impact on the company's financial status or operations and their potential impact: No legal action had been taken against the Company in 2025, which has the potential to affect the Company's financial status and operations. There are provisions recorded for the legal actions from previous years according to materiality. No legal action had been taken against the Company regards to Environmental, Social and Corporate Governance topics in 2025, which has the potential to affect the Company's financial status and operations.

Regulatory changes that may affect the operations of the company: There was no regulatory change that may affect the operations of the company.

Amendments to the articles of association within the reporting period: There was no amendment to the articles of association within the reporting period.



Dividend distribution:

The Articles of Association does not include any privilege in terms of participating in the company's profits. The Board of Directors annually reviews the dividend distribution policy. A balanced and consistent policy with respect to the interests of the investors and the company is applied for dividend distribution as per the Principles of Corporate Governance. The dividend distribution policy is prepared by the Board of Directors, taking into consideration the general economic conditions, long term investment, financing business plans as well as the profitability of the company. Up to 55% of the distributable net profit for the period calculated in accordance with Turkish Commercial Code and CMB regulations and the Articles of Association shall be distributed to the shareholders. Dividend distribution shall be made in cash or as capital increase by bonus issue or partly in cash and partly as capital increase by bonus issue. If the amount of the dividends is less than 5% of the paid-in capital, the corresponding amount in question shall be retained in the company.

In our Company's Board of Directors meeting dated March 19th, 2025; According to the financial statements for the accounting period of January 1st, 2024 - December 31st, 2024, prepared within the framework of the provisions of the Capital Markets Board Communiqué II-14.1 and in accordance with the International Financial Reporting Standards and audited

by DRT Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş.; a "(Consolidated) Net Profit" of TRY 304,739,632 has been recorded, of which TRY 351,862,567 is the net profit belonging to the equity holders of the parent after tax. According to the statutory records, it has been determined that there is a net Distributable Current Period Profit TL 781,311,558, for the current period).

Taking into account our Dividend Distribution Policy and according to dividend distribution table attached, Board of Directors has unanimously resolved by the attendees to submit following matters to General Assembly's approval;

Distribution of gross TRY 500,000,000 (gross TRY 5.26316 per share of TRY 1 nominal value and 526.316% on the basis of the paid-in capital) of the net distributable profit calculated in the framework of Turkish Commercial Code and the dividend distribution regulations and decisions of the Capital Markets Board, to shareholders as a cash dividend,

Allocation of the remaining profit as Extraordinary Legal Reserves

Starting distribution of the cash dividends to the shareholders at latest 30 June 2025.

Corporate governance information form

1. Shareholders

1.1. Facilitating the Exercise of Shareholders Rights

The number of investor meetings (conference, seminar/etc.) organised by the company during the year	4 quarterly earning calls and 79 meetings
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1.2. Right to Obtain and Examine Information

The number of special audit request(s)	None
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The number of special audit requests that were accepted at the General Shareholders' Meeting	None
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1.3. General Assembly

Link to the PDP announcement that demonstrates the information requested by Principle 1.3.1. (a-d)	https://www.kap.org.tr/tr/Bildirim/1408569
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Whether the company provides materials for the General Shareholders' Meeting in English and Turkish at the same time	Yes, provided
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The links to the PDP announcements associated with the transactions that are not approved by the majority of independent directors or by unanimous votes of present board members in the context of Principle 1.3.9	There is no such transaction
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The links to the PDP announcements associated with related party transactions in the context of Article 9 of the Communiqué on Corporate Governance (II-17.1)	There is no such transaction
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The links to the PDP announcements associated with common and continuous transactions in the context of Article 10 of the Communiqué on Corporate Governance (II-17.1)	There is no such transaction
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The name of the section on the corporate website that demonstrates the donation policy of the company	Investor Relations-Corporate Governance-Policy
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The relevant link to the PDP with minute of the General Shareholders' Meeting where the donation policy has been approved	https://www.kap.org.tr/tr/Bildirim/761121
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The number of the provisions of the articles of association that discuss the participation of stakeholders to the General Shareholders' Meeting	None
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Identified stakeholder groups that participated in the General Shareholders' Meeting, if any	Investors, and employees with AGM duties.
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1.4. Voting Rights

Whether the shares of the company have differential voting rights	No
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In case that there are voting privileges, indicate the owner and percentage of the voting majority of shares.	-
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The percentage of ownership of the largest shareholder	35.40%
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1.5. Minority Rights

Whether the scope of minority rights enlarged (in terms of content or the ratio) in the articles of the association	Not enlarged
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If yes, specify the relevant provision of the articles of association	-
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1.6. Dividend Right

The name of the section on the corporate website that describes the dividend distribution policy	Investor Relations-Corporate Governance-Policy
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Minutes of the relevant agenda item in case the board of directors proposed to the general assembly not to distribute dividends, the reason for such proposal and information as to use of the dividend	Dividend was distributed.
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PDP link to the related general shareholder meeting minutes in case the board of directors proposed to the general assembly not to distribute dividends	Dividend was distributed.
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**General Assembly Meetings**

General Meeting Date: 14 April 2025

The number of information requests received by the company regarding the clarification of the agenda of the General Shareholders' Meeting: 0

Shareholder participation rate to the General Shareholders' Meeting: 59.5658%

Percentage of shares directly present at the GSM: 0.0094%

Percentage of shares represented by proxy: 59.556%4

Specify the name of the page of the corporate website that contains the General Shareholders' Meeting minutes, and also indicates for each resolution the voting levels for or against: Investor Relations-General Assembly Notifications

Specify the name of the page of the corporate website that contains the General Shareholders' Meeting minutes, and also indicates for each resolution the voting levels for or against: Investor Relations-General Assembly Notifications

The number of the relevant item or paragraph of General Shareholders' Meeting minutes in relation to related party transactions: -

The number of declarations by insiders received by the board of directors: 0

The link to the related PDP general shareholder meeting notification: <https://www.kap.org.tr/tr/Bildirim/1408569>**2. Disclosure and transparency****2.1. Corporate Website**

Specify the name of the sections of the website providing the information requested by the Principle 2.1.1.	Investor Relations
If applicable, specify the name of the sections of the website providing the list of shareholders (ultimate beneficiaries) who directly or indirectly own more than 5% of the shares.	Investor Relations-Corporate Governance
List of languages for which the website is available	Turkish and English

2.2. Annual Report

The page numbers and/or name of the sections in the Annual Report that demonstrate the information requested by principle 2.2.2.

a) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the duties of the members of the board of directors and executives conducted out of the company and declarations on independence of board members	Corporate Overview and Corporate Governance
b) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on committees formed within the board structure	Corporate Governance
c) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the number of board meetings in a year and the attendance of the members to these meetings	Corporate Governance
ç) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on amendments in the legislation which may significantly affect the activities of the corporation	Corporate Governance
d) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on significant lawsuits filed against the corporation and the possible results thereof	Additional information on operations
e) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the conflicts of interest of the corporation among the institutions that it purchases services on matters such as investment consulting and rating and the measures taken by the corporation in order to avoid from these conflicts of interest	There is no such conflict of interest
f) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the cross ownership subsidiaries that the direct contribution to the capital exceeds 5%	There is no such subsidiary
g) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on social rights and professional training of the employees and activities of corporate social responsibility in respect of the corporate activities that arises social and environmental results	Social impact focused approach, Employee experience focused approach, Corporate Governance, Environmental impact focused approach

3. Stakeholders**3.1. Corporation's Policy on Stakeholders**

The name of the section on the corporate website that demonstrates the employee remedy or severance policy	Investor Relations-Corporate Governance-Policy
The number of definitive convictions the company was subject to in relation to breach of employee rights	0
The position of the person responsible for the alert mechanism (i.e. whistleblowing mechanism)	Logo Group People&Organisational Development Director
The contact detail of the company alert mechanism.	etikhat.com.tr / 444-3845

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

Name of the section on the corporate website that demonstrates the internal regulation addressing the participation of employees on management bodies.	Investor Relations-Corporate Governance-Policy
Corporate bodies where employees are actually represented	None

3.3. Human Resources Policy

The role of the board on developing and ensuring that the company has a succession plan for the key management positions	Actively involved
The name of the section on the corporate website that demonstrates the human resource policy covering equal opportunities and hiring principles. Also provide a summary of relevant parts of the human resource policy.	Investor Relations-Corporate Governance-Policy
Whether the company provides an employee stock ownership programme	Not provided
The name of the section on the corporate website that demonstrates the human resource policy covering discrimination and mistreatments and the measures to prevent them. Also provide a summary of relevant parts of the human resource policy.	Investor Relations-Corporate Governance-Policy

The number of definitive convictions the company is subject to in relation to health and safety measures	0
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3.5. Ethical Rules and Social Responsibility

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

**4. Board of Directors-I****4.2. Activity of the Board of Directors**

Date of the last board evaluation conducted	None
Whether the board evaluation was externally facilitated	-
Whether all board members released from their duties at the GSM	All Board Members were released
Name(s) of the board member(s) with specific delegated duties and authorities, and descriptions of such duties	Chairman of the Board M. Tuğrul Tekbulut and Deputy Chairman of the Board M. Buğra Koyuncu are authorized to represent the company with joint signature.
Number of reports presented by internal auditors to the audit committee or any relevant committee to the board	-
Specify the name of the section or page number of the annual report that provides the summary of the review of the effectiveness of internal controls	Corporate Governance
Name of the Chairman	M. Tuğrul Tekbulut
Name of the CEO	M. Buğra Koyuncu
If the CEO and Chair functions are combined: provide the link to the relevant PDP announcement providing the rationale for such combined roles	Chairman and CEO functions are not combined.
Link to the PDP notification stating that any damage that may be caused by the members of the board of directors during the discharge of their duties is insured for an amount exceeding 25% of the company's capital	https://www.kap.org.tr/tr/Bildirim/1364442
The name of the section on the corporate website that demonstrates current diversity policy targeting women directors	Yatırımcı İlişkileri-Kurumsal Yönetim-Politikalar
The number and ratio of female directors within the Board of Directors	2 and 33%

Composition of Board of Directors

Name, Surname of Board Member	Whether Executive Director Or Not	Whether Independent Director Or Not	The First Election Date To Board	Link to PDP Notification That Includes The Independence Declaration	Whether the Director Considered By The Nomination Committee	Whether She/He is the Director Who Ceased to Satisfy The Independence or Not	Whether The Director Has At Least 5 Years' Experience On Audit, Accounting And/Or Finance Or Not
M. Tuğrul Tekbulut	Executive	Not independent	11 March 1986	-	-	-	no
M. Buğra Koyuncu	Executive	Not independent	3 May 2019	-	-	-	no
Söz Ar	Non-Executive	Not independent	15 April 2022	-	-	-	no
Nezahat Gültekin	Non-Executive	Independent	15 April 2022	https://www.kap.org.tr/tr/Bildirim/1012787	Considered	not	yes
Lale Ergin	Non-Executive	Independent	27 March 2023	https://www.kap.org.tr/tr/Bildirim/1128166	Considered	not	no
Boğaç Şimşir	Non-Executive	Independent	14 April 2025	https://www.kap.org.tr/en/Bildirim/1408569	Considered	not	no

4. Board of Directors-II**4.4. Meeting Procedures of the Board of Directors**

Number of physical or electronic board meetings in the reporting period	32
Director average attendance rate at board meetings	82%
Whether the board uses an electronic portal to support its work or not	Yes, an electronic portal is used
Number of minimum days ahead of the board meeting to provide information to directors, as per the board charter	7 days
The name of the section on the corporate website that demonstrates information about the board charter	Investor Relations - Corporate Governance - Articles of Association
Number of maximum external commitments for board members as per the policy covering the number of external duties held by directors	None

4.5. Board Committees

Page numbers or section names of the annual report where information about the board committees are presented.	Corporate Governance
Link(s) to the PDP announcement(s) with the board committee charters	Committee charters can be found on corporate website's Investor Relations-Corporate Governance-Working Principles of the Committee section. Corporate Governance Committee's working principles PDP announcement: https://www.kap.org.tr/tr/Bildirim/1408566

Composition of Board Committees-I

Names Of The Board Committees	Name-Surname of Committee Members	Whether Committee Chair Or Not	Whether Board Member Or Not
Audit Committee	Nezahat Gültekin	Yes	Independent Board Member
Audit Committee	Lale Ergin	No	Independent Board Member
Corporate Governance Committee	Nezahat Gültekin	Yes	Independent Board Member
Corporate Governance Committee	M. Tuğrul Tekbulut	No	Board Member
Corporate Governance Committee	Boğaç Şimşir	No	Independent Board Member
Corporate Governance Committee	Canan Şenkut	No	Not a Board Member
Nomination Committee	Boğaç Şimşir	Yes	Independent Board Member
Nomination Committee	M. Tuğrul Tekbulut	No	Board Member
Nomination Committee	Söz Ar	No	Board Member
Committee of Early Detection of Risk	Lale Ergin	Yes	Independent Board Member
Committee of Early Detection of Risk	Söz Ar	No	Board Member
Remuneration Committee	Lale Ergin	Yes	Independent Board Member
Remuneration Committee	M. Tuğrul Tekbulut	No	Board Member
Remuneration Committee	Boğaç Şimşir	No	Independent Board Member



Corporate governance compliance report

4. Board of Directors-III

4.5. Board Committees-II

Specify where the activities of the audit committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report - Corporate Governance
Specify where the activities of the corporate governance committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report - Corporate Governance
Specify where the activities of the nomination committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report - Corporate Governance
Specify where the activities of the early detection of risk committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report - Corporate Governance
Specify where the activities of the remuneration committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report - Corporate Governance

4.6. Financial Rights

Specify where the operational and financial targets and their achievement are presented in your annual report (Page number or section name in the annual report)	Additional information on operations
Specify the section of website where remuneration policy for executive and non-executive directors are presented.	Investor Relations-Corporate Governance-Policy
Specify where the individual remuneration for board members and senior executives are presented in your annual report (Page number or section name in the annual report)	Annual Report - Corporate Governance

Composition of Board Committees-II

Names Of The Board Committees	The Percentage Of Independent Directors In The Committee	The Number Of Meetings Held In Person	The Number of Reports on its Activities Submitted to the Board	The Percentage Of Non-executive Directors
Audit Committee	100%	6	2	100%
Corporate Governance	67%	4	1	67%
Nomination Committee	33%	1	1	67%
Committee of Early Detection of Risk	50%	6	2	100%
Remuneration Committee	67%	1	1	67%

Yes Partial No Exempted N/A Explanation

1.1. Facilitating the Exercise of Shareholder Rights

1.1.2 - Up-to-date information and disclosures which may affect the exercise of shareholder rights are available to investors at the corporate website. ✗

1.2. Right to Obtain and Review Information

1.2.1- Management did not enter into any transaction that would complicate the conduct of special audit. ✗

1.3. General Assembly

1.3.2 -The company ensures the clarity of the General Assembly agenda, and that an item on the agenda does not cover multiple topics. ✗

1.3.7- Insiders with privileged information have informed the board of directors about transactions conducted on their behalf within the scope of the company's activities in order for these transactions to be presented at the General Shareholders' Meeting. ✗

1.3.8 - Members of the board of directors who are concerned with specific agenda items, auditors, and other related persons, as well as the officers who are responsible for the preparation of the financial statements were present at the General Shareholders' Meeting. ✗

1.3.10 - The agenda of the General Shareholders' Meeting included a separate item detailing the amounts and beneficiaries of all donations and ✗ Total donation amount presented in a separate agenda item.

1.3.11 - The General Shareholders' Meeting was held open to the public, including the stakeholders, without having the right to speak. ✗

1.4. Voting Rights

1.4.1-There is no restriction preventing shareholders from exercising their shareholder rights. ✗

1.4.2-The company does not have shares that carry privileged voting rights. ✗

1.4.3-The company withholds from exercising its voting rights at the General Shareholders' Meeting of any company with which it has cross-ownership, in case such cross-ownership provides management control. ✗

1.5. Minority Rights

1.5.1- The company pays maximum diligence to the exercise of minority rights. ✗

1.5.2-The Articles of Association extend the use of minority rights to those who own less than one twentieth of the outstanding shares, and expand the scope of the minority rights. ✗ There is no such item in Articles of Association.



Yes Partial No Exempted N/A Explanation

1.6. Dividend Right

1.6.1 -The dividend policy approved by the General Shareholders' Meeting is posted on the company website.

⊗

1.6.2-The dividend distribution policy comprises the minimum information to ensure that the shareholders can have an opinion on the procedure and principles of dividend distributions in the future.

⊗

1.6.3 - The reasons for retaining earnings, and their allocations, are stated in the relevant agenda item.

⊗

1.6.4 - The board reviewed whether the dividend policy balances the benefits of the shareholders and those of the company.

⊗

1.7. Transfer of Shares

1.7.1 - There are no restrictions preventing shares from being transferred.

⊗

2.1. Corporate Website

2.1.1.-The company website includes all elements listed in Corporate Governance Principle 2.1.1.

⊗

2.1.2-The shareholding structure (names, privileges, number and ratio of shares, and beneficial owners of more than 5% of the issued share capital) is updated on the website at least every 6 months.

⊗

2.1.4 -The company website is prepared in other selected foreign languages, in a way to present exactly the same information with the Turkish content.

⊗

2.2. Annual Report

2.2.1-The board of directors ensures that the annual report represents a true and complete view of the company's activities.

⊗

2.2.2 - The annual report includes all elements listed in Corporate Governance Principle 2.2.2.

⊗

3.1. Corporation's Policy on Stakeholders

3.1.1- The rights of the stakeholders are protected pursuant to the relevant regulations, contracts and within the framework of bona fides principles.

⊗

3.1.3-Policies or procedures addressing stakeholders' rights are published on the company's website.

⊗

3.1.4 - A whistleblowing programme is in place for reporting legal and ethical issues.

⊗

3.1.5-The company addresses conflicts of interest among stakeholders in a balanced manner.

⊗

Yes Partial No Exempted N/A Explanation

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

3.2.1-The Articles of Association, or the internal regulations (terms of reference/manuals), regulate the participation of employees in management.

⊗

3.2.2 - Surveys/other research techniques, consultation, interviews, observation method etc. were conducted to obtain opinions from stakeholders on decisions that significantly affect them.

⊗

3.3. Human Resources Policy

3.3.1- The company has adopted an employment policy ensuring equal opportunities, and a succession plan for all key managerial positions.

⊗

3.3.2-Recruitment criteria are documented.

⊗

3.3.3 - The company has a policy on human resources development, and organises trainings for employees.

⊗

3.3.4-Meetings have been organised to inform employees on the financial status of the company, remuneration, career planning, education and health.

⊗

3.3.5 - Employees, or their representatives, were notified of decisions impacting them. The opinion of the related trade unions was also taken.

⊗

3.3.6 - Job descriptions and performance criteria have been prepared for all employees, announced to them and taken into account to determine employee remuneration.

⊗

3.3.7 - Measures (procedures, trainings, raising awareness, goals, monitoring, complaint mechanisms) have been taken to prevent discrimination, and to protect employees against any physical, mental, and emotional mistreatment.

⊗

3.3.8 - The company ensures freedom of association and supports the right for collective bargaining.

⊗

Our company does not have collective bargaining. Our company respects the freedom of association and the right of collective bargaining.

3.3.9 - A safe working environment for employees is maintained.

⊗

3.4. Relations with customers and suppliers

3.4.1-The company measured its customer satisfaction, and operated to ensure full customer satisfaction.

⊗

3.4.2-Customers are notified of any delays in handling their requests.

⊗



	Yes	Partial	No	Exempted	N/A	Explanation
3.4.3 - The company complied with the quality standards with respect to its products and services.	X					
3.4.4 - The company has in place adequate controls to protect the confidentiality of sensitive information and business secrets of its customers and suppliers.	X					
3.5. Ethical Roles and social Responsibility						
3.5.1-The board of the corporation has adopted a code of ethics, disclosed on the corporate website.	X					
3.5.2-The company has been mindful of its social responsibility and has adopted measures to prevent corruption and bribery.	X					
4.1. Role of the Board of Directors						
4.1.1 - The board of directors has ensured strategy and risks do not threaten the long-term interests of the company, and that effective risk management is in place.	X					
4.1.2 - The agenda and minutes of board meetings indicate that the board of directors discussed and approved strategy, ensured resources were adequately allocated, and monitored company and management performance.	X					
4.2. Activities of the Board of Directors						
4.2.1-The board of directors documented its meetings and reported its activities to the shareholders.	X					
4.2.2-Duties and authorities of the members of the board of directors are disclosed in the annual report.	X					
4.2.3-The board has ensured the company has an internal control framework adequate for its activities, size and complexity.	X					
4.2.4-Information on the functioning and effectiveness of the internal control system is provided in the annual report.	X					
4.2.5 - The roles of the Chairman and Chief Executive Officer are separated and defined.	X					
4.2.7 - The board of directors ensures that the Investor Relations department and the corporate governance committee work effectively. The board works closely with them when communicating and settling disputes with shareholders.	X					
4.2.8 - The company has subscribed to a Directors and Officers liability insurance covering more than 25% of the capital.	X					

	Yes	Partial	No	Exempted	N/A	Explanation
4.3. Structure of the Board of Directors						
4.3.9-The board of directors has approved the policy on its own composition, setting a minimal target of 25% for female directors. The board annually evaluates its composition and nominates directors so as to be compliant with the policy.	X					
4.3.10-At least one member of the audit committee has 5 years of experience in audit/accounting and finance.	X					
4.4. Board Meeting Procedures						
4.4.1-Each board member attended the majority of the board meetings in person.	X					
4.4.2-The board has formally approved a minimum time by which information and documents relevant to the agenda items should be supplied to all board members.	X					
4.4.3 - The opinions of board members that could not attend the meeting, but did submit their opinion in written format, were presented to other	X					
4.4.4-Each member of the board has one vote.	X					
4.4.5-The board has a charter/written internal rules defining the meeting procedures of the board.	X					
4.4.6-Board minutes document that all items on the agenda are discussed, and board resolutions include director's dissenting opinions if any.	X					
4.4.7-There are limits to external commitments of board members. Shareholders are informed of board members' external commitments at the General Shareholders' Meeting.		X				There are no limits. Shareholders were informed of Board members' external commitments at the General Shareholder's Meeting.



The Sustainability Principles Compliance Framework

Logo has complied with majority of the principles specified in the non-mandatory "Sustainability Principles Compliance Framework" prepared with Capital Markets Board (CMB)'s "comply or explain" approach. There are 48 of the 56 principles in full compliance, 4 partially in compliance, 1 noncompliance and 3 irrelevant. Evaluations regarding the compatibility of the principles with the country and market conditions, and the company structure are continuing within the framework of the compliance with the following principles, which are partially complied with or not;

A2.2 Implementation and action plans in line with ESG targets have been created and publicly disclosed.

B4 Environmental objectives included in the rewarding criteria as part of the performance incentive systems have been disclosed to the public on the basis of stakeholders (such as board members, managers, and employees).

B8 Whether the relevant organizations and non-governmental organizations on the environment are involved in the policymaking processes and the collaborations with these institutions and organizations are publicly disclosed.

B13 The strategy to combat the climate crisis has been established and the planned actions have been made public.

B14 Actions were taken to reduce greenhouse gas emissions of third parties (eg. suppliers, subcontractors, dealers, etc.) and these actions were publicly disclosed.

Our Company's Sustainability Principles Compliance Report for the period of 2025 has been accepted by our Company's Board of Directors, and this report is available on our Company's page on the Public Disclosure Platform.

	Yes	Partial	No	Exempted	N/A	Explanation
4.5. Board Committees						
4.5.5-Board members serve in only one of the Board's committees.			✗			Board members serve in more than one committee because there are only six Board members.
4.5.6 - Committees have invited persons to the meetings as deemed necessary to obtain their views.	✗					
4.5.7-If external consultancy services are used, the independence of the provider is stated in the annual report.					✗	Committees did not use external independent consultancy services.
4.5.8-Minutes of all committee meetings are kept and reported to board members.	✗					
4.6. Financial Rights						
4.6.1-The board of directors has conducted a board performance evaluation to review whether it has discharged all its responsibilities effectively.			✗			There is no board performance evaluation system.
4.6.4-The company did not extend any loans to its board directors or executives, nor extended their lending period or enhanced the amount of those loans, or improve conditions thereon, and did not extend loans under a personal credit title by third parties or provided guarantees such as surety in favour of them.	✗					
4.6.5-The individual remuneration of board members and executives is disclosed in the annual report.			✗			Only independent and non-executive Board Members are remunerated and the amounts are disclosed in the annual report. For executive team, total amount was disclosed.



Sustainability compliance report

Compliance Status

Yes Partial No Exempted N/A

Explanations

Relevant report/link

A. General Principles

A1. Strategies, Policies, and Objectives

A1.1. Material environmental, social, and corporate governance (ESG) issues, risks, and opportunities have been identified by the Company's board of directors.	⊗					Logo Corporate Website/ Sustainability
A1.1. ESG policies (e.g. Environmental Policy, Energy Policy, Human Rights and Employee Policy, etc.) have been developed and disclosed to the public by the board of directors.	⊗					2025 Integrated Annual Report/ Management Systems
A1.2. Short and long-term objectives set within the scope of ESG policies have been disclosed to the public.	⊗					2025 Integrated Annual Report/ Environmental impact focused approach

A2. Implementation/Monitoring

A2.1. Committees and/or units responsible for the implementation of ESG policies, as well as the employees in the Company with the top-level responsibility for ESG issues and the duties of these employees, have been identified and made public.	⊗					2025 Integrated Annual Report/Value creation focused approach
A2.1. The activities carried out within the scope of the policies by the responsible committee and/or unit were reported to the board of directors at least once a year.	⊗					2025 Integrated Annual Report/Value creation focused approach
A2.2. Implementation and action plans have been developed and disclosed to the public in line with ESG objectives.		⊗			Activities have been initiated in line with environmental targets.	2025 Integrated Annual Report/ Environmental impact focused approach
A2.3. ESG Key Performance Indicators (KPIs) and the level of achievement of these indicators on an annual basis have been disclosed to the public.	⊗					2025 Integrated Annual Report/ Environmental and Social performance indicators
A2.4. Activities to improve the sustainability performance of business processes or products and services have been disclosed to the public.	⊗					2025 Integrated Annual Report/ Innovation focused approach

A3. Reporting

A3.1. Information on the Company's sustainability performance, objectives, and actions was provided in the annual reports in an understandable, accurate, and sufficient manner.	⊗					2025 Integrated Annual Report
A3.2. The Company has publicly disclosed information on which of the United Nations (UN) 2030 Sustainable Development Goals its activities are related to.	⊗					2025 Integrated Annual Report/Value creation focused approach
A3.3. Lawsuits filed against and/or finalized on ESG issues, which are important in terms of ESG policies and/or may significantly affect operations, have been disclosed to the public.	⊗					2025 Integrated Annual Report/ Corporate overview

Sustainability compliance report

Compliance Status

Yes Partial No Exempted N/A

Explanations

Relevant report/link

A4. Verification

A4.1. ESG Key Performance Measures of the Company have been verified by an independent third party and disclosed to the public.	⊗				Indicators are verified within the scope of TSRS reporting.	2025 TSRS Aligned Sustainability Report and 2025 Integrated Annual Report/ Environmental impact focused approach
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B. Environmental Principles

B1. The Company has publicly disclosed its environmental policies and practices, action plans, environmental management systems (ISO 14001 standard), and programs.	⊗					Logo Corporate Website/ Sustainability
B2. Regarding the environmental reports in which information on environmental management is provided, the scope of the report, reporting period, reporting date as well as restrictions on reporting conditions have been disclosed to the public.	⊗					2025 Integrated Annual Report/ About the report
B4. Environmental objectives included in the rewarding criteria as part of the performance incentive systems have been disclosed to the public on the basis of stakeholders (such as board members, managers, and employees).			⊗		These objectives are not part of the criteria for Board of Directors and Senior Management remuneration. Environmental objectives, as defined through the corporate OKR (Objectives and Key Results) system, are included in the annual goals of the relevant departments and affect the annual bonuses of the relevant employees.	2025 TSRS Aligned Sustainability Report
B5. How material environmental issues are integrated into business objectives and strategies has been disclosed to the public.	⊗					2025 Integrated Annual Report/Value creation focused approach and General overview/ Products and services
B7. How environmental issues are managed and integrated into business objectives and strategies across the Company's value chain, including its suppliers and customers as well as into the operation process, have been disclosed to the public.	⊗					Environmental Policy for Suppliers and Business Partners



Sustainability compliance report

Compliance Status

Yes Partial No Exempted N/A

Explanations

Relevant report/link

B8. It has been disclosed to the public whether relevant institutions and non-governmental organizations were involved in environmental policy-making and the nature of collaborations with these institutions and organizations.						As a signatory of UNGC, Logo carries out activities within the framework of UNGC's Environmental Principles; however, since the environmental impact of the software industry is relatively low and environmental issues are not among the top priorities identified in the stakeholder analysis, Logo does not have any NGO membership or activities on the environment.	
B9. In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts), information on environmental impacts has been disclosed to the public, allowing periodical comparison.							2025 Integrated Annual Report/ Environmental performance indicators
B10. Details of the standard, protocol, methodology, and base year used to collect and calculate the data have been disclosed to the public.							2025 Integrated Annual Report/ About the report
B11. The increase or decrease in environmental indicators for the reporting year in comparison with previous years has been disclosed to the public.							2025 Integrated Annual Report/ Environmental impact focused approach
B12. Short and long-term targets have been set to reduce environmental impacts, and these targets and progress against the targets set in previous years have been disclosed to the public.							2025 Integrated Annual Report/ Environmental impact focused approach
B13. A strategy to tackle the climate crisis has been developed and planned actions have been disclosed to the public.						Although it is not considered as a material issue in the software industry, strategic studies on climate risks have been conducted. Work on this subject is ongoing.	2025 TSRS Aligned Sustainability Report
B14. Programs or procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been developed and disclosed to the public.							2025 Integrated Annual Report/ Environmental impact focused approach
B14. Actions have been taken to reduce the greenhouse gas emissions of third parties (e.g. suppliers, subcontractors, dealers, etc.) and these actions have been disclosed to the public.						Actions related to third parties are foreseen to be taken in the coming years.	

Sustainability compliance report

Compliance Status

Yes Partial No Exempted N/A

Explanations

Relevant report/link

B15. Environmental benefits/gains and cost savings from initiatives and projects aiming to reduce environmental impacts have been disclosed to the public.								2025 Integrated Annual Report/ Environmental impact focused approach
B16. Energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) data have been disclosed to the public as Scope-1 and Scope-2.								2025 Integrated Annual Report/ Environmental and Social performance indicators
B17. The amount of electricity, heat, steam, and cooling generated in the reporting year has been disclosed to the public.								2025 Integrated Annual Report/ Environmental and Social performance indicators
B18. Studies have been conducted to increase the use of renewable energy and transition to zero or low-carbon electricity and publicly disclosed.								2025 Integrated Annual Report/ Environmental impact focused approach
B19. Renewable energy production and consumption figures have been disclosed to the public.								2025 Integrated Annual Report/ Environmental impact focused approach and Environmental performance indicators
B20. Energy efficiency projects have been conducted and the amount of energy consumption and emission reductions achieved through energy efficiency projects have been disclosed to the public.								2025 Integrated Annual Report/ Environmental impact focused approach and Environmental performance indicators
B21. Water consumption, the amount of water extracted from underground or surface water bodies, and if any, the amount of recycled and discharged water, relevant water sources, and procedures have been disclosed to the public.								2025 Integrated Annual Report/ Environmental impact focused approach and Environmental performance indicators
B22. It has been disclosed to the public whether the operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade, or Carbon Tax).								X N/A
B23. Information on carbon credits accumulated or purchased during the reporting period has been disclosed to the public.								X N/A
B24. If carbon pricing is applied within the Company, the details have been disclosed to the public.								X N/A
B25. The platforms where the Company discloses its environmental information have been disclosed to the public.								2025 Integrated Annual Report/Value creation focused approach



Sustainability compliance report

Compliance Status

Yes Partial No Exempted N/A

Explanations

Relevant report/link

C. Social Principles

C1. Human Rights and Employee Rights

C1.1. A Corporate Human Rights and Employee Rights Policy has been developed in line with the Universal Declaration of Human Rights, ILO Conventions ratified by Türkiye, and other applicable legislation, the parties responsible for the implementation of the policy have been identified and the policy and responsible parties have been disclosed to the public.	✗					Logo Yazılım Human Rights Policy
C1.2. Fair labor practices, improvement of labor standards, women's employment, and inclusion (such as non-discrimination based on gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, trade union activities, political opinion, disability, social and cultural differences, etc.) are included in the policy on employee rights, taking into account supply and value chain impacts.	✗					Logo Yazılım Human Rights Policy
C1.3. Measures taken across the value chain to protect the rights of economically, environmentally, and socially vulnerable groups (low-income segments, women, etc.) or minority rights/equal opportunities have been disclosed to the public.	✗					2025 Integrated Annual Report/Social impact focused approach and Employee experience focused approach
C1.4. Progress in preventing and remedying discrimination, inequality, human rights violations, forced labor, and child labor has been disclosed to the public.	✗				While child labor is not a prominent issue in the software industry, it is covered in Logo Yazılım's Human Rights policy.	Logo Yazılım Human Rights Policy
C1.5. Investment in employees (training, development policies), compensation, benefits, the right to unionize, solutions for maintaining work/life, and talent management are included in the policy on employee rights.	✗					2025 Integrated Annual Report/Employee experience focused approach
C1.5. Mechanisms for resolving employee complaints and disputes have been established and dispute resolution processes have been determined.	✗					2025 Integrated Annual Report/ Financial performance approach and Corporate governance
C1.5. Activities carried out during the reporting period to ensure employee satisfaction have been disclosed to the public.	✗					2025 Integrated Annual Report/Employee experience focused approach
C1.6. Occupational health and safety policies have been developed and disclosed to the public.	✗					2025 Integrated Annual Report/Employee experience focused approach/Occupational health and safety section

Sustainability compliance report

Compliance Status

Yes Partial No Exempted N/A

Explanations

Relevant report/link

C1.6. Measures taken to prevent occupational accidents and protect health, and accident statistics have been disclosed to the public.	✗					2025 Integrated Annual Report/Occupational health and safety & Social performance indicators sections
C1.7. Personal data protection and data security policies have been established and disclosed to the public.	✗					Logo Group Companies Policy on Protection, Processing, Retention and Disposal of Personal Data Information security policy
C1.8. Ethics policy has been established and disclosed to the public.	✗					Code of Ethics
C1.9. Its activities related to social investments, social responsibility, financial inclusion, and access to finance are disclosed.	✗					2025 Integrated Annual Report/Social impact focused approach
C1.10. Informative meetings and training programs have been organized for employees on ESG policies and practices.	✗					2025 Integrated Annual Report/ Employee experience focused approach & Environmental impact focused approach and Value creation focused approach
C2. Stakeholders, International Standards and Initiatives						
C2.1. A customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed to the public.	✗					Customer satisfaction management system policy
C2.2. Information on communication with stakeholders (stakeholder, topic, and frequency) has been disclosed to the public.	✗					Logo Corporate Website/ Sustainability
C2.3. International reporting standards adopted in reporting have been disclosed.	✗					2025 Integrated Annual Report/ About the report
C2.4. Principles adopted in relation to sustainability, international organizations, committees, and principles of which the Company is a signatory or member have been disclosed to the public.	✗					Logo Corporate Website/ Sustainability
C2.5. Developments have been made and studies have been carried out to be included in the sustainability indices of Borsa Istanbul and/or international index providers.	✗					2025 Integrated Annual Report/Value creation focused approach
D. Corporate Governance Principles						
D1. Stakeholders have been consulted when identifying sustainability measures and strategies.	✗					2025 Integrated Annual Report/Value creation focused approach
D2. Social responsibility projects, awareness-raising events, and training have been conducted to raise awareness of sustainability and its importance.	✗					2025 Integrated Annual Report/Social impact focused approach and Value creation focused approach



Additional information on our operations

Private and public inspections conducted within the reporting period: The Company was not subject to any private or public inspections in 2025.

Administrative or legal sanction imposed on the Company or members of the management body due to practices contrary to provisions of the legislation: There was no administrative or legal sanctions imposed on the company or members of the management due to practices violating the provisions of the legislation within the accounting period.

Whether the targets specified in the past periods were achieved or not, the resolutions of the General Assembly were executed or not, and the reasons if the resolutions were not executed: The company has mostly achieved its targets in 2025. General assembly resolutions were executed in 2025.

Information on Extraordinary General Assembly within the reporting period: none.

If the company is part of a group of companies; legal transactions performed with the parent company, a subsidiary of the parent company, on behalf of the parent company or a subsidiary of the parent company with the instruction of the parent company and any other measures taken or avoided taking on behalf of the parent company or a subsidiary of the parent company: -

If the company is part of a group of companies; according to the terms and conditions known to them at the time a legal transaction mentioned in clause was performed or a measure was taken or avoided taking, whether in every legal transaction an appropriate substituted performance was provided or not and whether the measure taken or avoided taking caused any damage to the company or not; if the company experienced any damage whether this was compensated or not: According to the terms and conditions known by Board of Directors at the time of the legal transaction, on every legal transaction the Company provided an appropriate substituted performance. There were no measures taken or avoided taking in a manner causing any damage to the Company in 2025.

Information on legal actions against the Company, which would have an impact on the company's financial status or operations and their potential impact: No legal action had been taken against the Company in 2025, which has the potential to affect the Company's financial status and operations. There are provisions recorded for the legal actions from previous years according to materiality. In addition, there was no lawsuit filed regarding ESG issues in 2025, that are important in terms of ESG policies and may significantly affect the activities

Dividend distribution policy

The Board of Directors annually reviews the dividend distribution policy. A balanced and consistent policy with respect to the interests of the investors and the company is applied for dividend distribution as per the Principles of Corporate Governance.

The dividend distribution policy is prepared by the board of directors, taking into consideration the general economic conditions, long term investment, financing business plans as well as the profitability of the company. Up to 55% of the distributable net profit for the period calculated in accordance with Turkish Commercial Code and CMB regulations and the Articles of Association of our company shall be distributed to our shareholders. Dividend distribution shall be made in cash or as capital increase by bonus issue or partly in cash and partly as capital increase by bonus issue. If the

amount of the dividends is less than 5% of the paid-in capital, the corresponding amount in question shall be retained in the company.

According to the Articles of Association, dividend in advance can be distributed to the shareholders, if the General Assembly has authorized the Board of Directors up to a period of one year, in accordance with the Capital Market Regulations and the Turkish Commercial Code.

The distribution shall start by 30th day following the day of general assembly resolution was taken and no later than the end of the reporting period in which the related general assembly resolution was made. The general assembly may resolve or authorize the board of directors to resolve that the dividend shall be paid in instalments in line with the Capital Market regulation.



General overview

Value creation focused approach

Corporate governance and financial performance approach

Innovation focused approach

Customer experience and ecosystem focused approach

Employee experience focused approach

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LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

CONVENIENCE TRANSLATION INTO
ENGLISH OF CONSOLIDATED FINANCIAL
STATEMENTS AS OF 31 DECEMBER 2025
WITH INDEPENDENT AUDITOR'S REPORT
(ORIGINALLY ISSUED IN TURKISH)



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(CONVENIENCE TRANSLATION OF THE INDEPENDENT AUDITOR'S REPORT ORIGINALLY ISSUED IN TURKISH)

INDEPENDENT AUDITOR'S REPORT

To the General Assembly of
Logo Yazılım Sanayi ve Ticaret A.Ş.

A) Report on the Audit of the Consolidated Financial Statements

1) Opinion

We have audited the consolidated financial statements of Logo Yazılım Sanayi ve Ticaret A.Ş. ("the Company") and its subsidiaries ("the Group"), which comprise the consolidated statement of financial position as at 31 December 2025, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as of 31 December 2025, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with Turkish Financial Reporting Standards ("TFRS").

2) Basis for Opinion

We conducted our audit in accordance with the Standards on Independent Auditing issued by Capital Markets Board and the Standards on Independent Auditing (SIA) which is a part of Turkish Auditing Standards published by the Public Oversight Accounting and Auditing Standards Authority ("POA"). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are independent of the Group in accordance with the Code of Ethics for Independent Auditors (including Independence Standards) ("Code of Ethics") published by the POA, as applicable to audits of consolidated financial statements of public interest entities, together with the ethical requirements included in the regulations of the Capital Markets Board and other regulations that are relevant to audits of the consolidated financial statements of public interest entities. We have also fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key Audit Matter	How the matter was addressed in the audit
<p>Revenue recognition</p> <p>Revenue is the most important measurement criterion in terms of evaluating the results of the strategies implemented during the year and monitoring performance. The total revenue generated by the Group in the year ending 31 December 2025 is TL 5,800,666 thousand.</p> <p>The Group's revenues mainly consist of standard package program sales revenues, Logo Enterprise Membership ("LEM") package revenues, SaaS subscription revenues and version upgrade package revenues.</p> <p>We have focused on this issue in our audit activities for the following reasons:</p> <ul style="list-style-type: none"> - It has a significant impact on more than one financial statement item, such as trade receivables, obligations arising from customer contracts, revenue and cost of sales, in the Group's consolidated financial statements dated 31 December 2025, - The application of accounting standards in accounting for revenue is complex, - The types of revenue recognized have different characteristics from each, <p>Explanations regarding the Group's accounting policies and revenue amounts are included in Notes 2.5 and 20.</p>	<p>The following audit procedures have been applied for the recording of revenue during the audit:</p> <p>The audit procedures we implemented consist of understanding the internal controls and process of recording revenues, including reporting on performance evaluation and controls carried out by senior management, analytical reviews and detailed tests. While designing and performing audit procedures for our detailed tests, sales were broken down according to product types and different detailed tests were applied for each product and service.</p> <p>In order to verify the package program and version upgrade sales revenues, accounting records and the documents subject to these records were tested by sampling method.</p> <p>LEM revenue is recognized over the duration of contract terms. LEM revenue and deferred revenue related to LEM sales were tested by sampling method. SaaS subscription revenues consist of sales reflected to customers on a monthly basis and recorded. The accuracy of invoices and records issued to customers was tested using the sampling method.</p> <p>The adequacy of the disclosures in Note 20 has been evaluated within the scope of TFRS 15, "Revenue from Customer Contracts".</p>

**3) Key Audit Matters (cont'd)**

Key Audit Matter	How the matter was addressed in the audit
<p>Capitalization of development costs</p> <p>In the Group's consolidated financial statements as of 31 December 2025, there are development costs of TL 894,442 thousand that were capitalized in the year ending on the same date. The Group applies policies described in TAS 38, "Intangible Assets" standard and Note 12 in the capitalization of development costs.</p> <p>The Group capitalizes the costs of employees working for software developments and the costs of consultancies for software developments for the projects in which feasibility analysis have been completed and which are expected to generate cash flow in the future. Total amount of capitalized costs are calculated are based on the estimates and assumptions for the future cash flows of the projects made by the management and project managers and time sheets of the employees.</p> <p>We defined this area as a key audit matter due the calculations of the capitalization schedules are material for the consolidated financial statements and include the management's estimations.</p>	<p>The following procedures were applied regarding the audit of development costs:</p> <p>We discussed with the management to understand how they meet the requirements in TAS 38, "Intangible Assets". We discussed the details of the feasibility studies and future economic benefits of ongoing projects with the project managers and the consistency of estimations used in revenue expectations were compared with the historical data.</p> <p>We checked the project based capitalized cost details with the movement table of intangible assets.</p> <p>Project-based expense details regarding capitalized costs were taken and checked with the movement table of intangible assets.</p> <p>To test the personnel costs associated with the projects, the breakdown of each project on the basis of personnel and capitalized costs was tested analytically.</p> <p>The personnel subject to capitalization were selected by sampling method and interviews were held, and the development activities they carried out within the scope of the projects they were involved in were understood.</p>

3) Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

The Group management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with TFRS, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

4) Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Responsibilities of independent auditors in an independent audit are as follows:

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the standards on auditing issued by Capital Markets Board and SIA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

5) Auditor's Responsibilities for the Audit of the Consolidated Financial Statements (cont'd)

As part of an audit in accordance with the standards on auditing issued by Capital Markets Board and SIA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of "material misstatement" of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. (The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.)
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.



B) Report on Other Legal and Regulatory Requirements

In accordance with paragraph four of the Article 398 of the Turkish Commercial Code No. 6102 (“TCC”), the auditor’s report on the system and the committee of early detection of risk has been submitted to the Board of Directors of the Group on 17 February 2026.

In accordance with paragraph four of the Article 402 of TCC numbered 6102, nothing has come to our attention that may cause us to believe that the Group’s set of accounts and financial statements prepared for the period 1 January - 31 December 2025 does not comply with TCC and the provisions of the Group’s articles of association in relation to financial reporting.

In accordance with paragraph four of the Article 402 of TCC, the Board of Directors provided us all the required information and documentation with respect to our audit.

The engagement partner on the audit resulting in this independent auditor’s report is Okan Öz.

DRT BAĞIMSIZ DENETİM VE SERBEST MUHASEBECİ MALİ MÜŞAVİRLİK A.Ş.
Member of **DELOITTE TOUCHE TOHMATSU LIMITED**

Okan Öz
Partner

İstanbul, 17 February 2026

CONSOLIDATED FINANCIAL STATEMENTS AS OF 31 DECEMBER 2025

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**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS OF 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

	Notes	Audited 31 December 2025	Audited 31 December 2024
ASSETS			
Current assets		3,106,438	5,557,101
Cash and cash equivalents	4	1,214,676	580,908
Financial investments	5	167,911	167,580
Trade receivables		1,548,995	1,573,275
- Trade receivables from third parties	8	1,548,995	1,573,275
Other receivables		57	369
- Other receivables from third parties	9	57	369
Inventories	10	29,023	18,928
Prepaid expenses	17	101,627	79,937
Other current assets	9	44,149	40,963
Sub total		3,106,438	2,461,960
Non-current assets classified as held for sale	27	-	3,095,141
Non-current assets		5,215,737	3,954,223
Other receivables		-	2,020
- Other receivables from related parties	30	-	2,020
Financial investments	5	672,726	967,302
Investments valued by equity method	6	1,337,890	-
Right-of-use assets	13	10,450	13,054
Property, plant and equipment	11	393,240	452,809
Intangible assets		2,698,361	2,416,613
- Goodwill	14	136,640	136,640
- Other intangible assets	12	2,561,721	2,279,973
Prepaid expenses	17	26,293	2,082
Deferred tax asset	28	74,578	97,482
Other non-current assets		2,199	2,861
Total assets		8,322,175	9,511,324

These consolidated financial statements have been approved by Board of Directors on 17 February 2026 and signed on its behalf by Buğra Koyuncu, Logo Group Chief Executive Officer (CEO) and Gülnur Anlaş, Logo Group Chief Financial Officer (CFO).

The accompanying notes form an integral part of these consolidated financial statements.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS OF 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

	Notes	Audited 31 December 2025	Audited 31 December 2024
LIABILITIES			
Current liabilities		3,889,831	4,890,296
Short-term borrowings	7	7,178	8,045
Trade payables		426,614	338,355
- Trade payables to third parties	8	426,614	338,355
Employee benefit payables	16	477,013	425,908
Other payables		265,272	366,937
- Other payables to third parties	9	265,272	366,937
Contract liabilities	17	2,713,754	2,438,371
Other current liabilities		-	68
Sub total		3,889,831	3,577,684
Liabilities related to asset groups classified as held for sale	27	-	1,312,612
Non-current liabilities		696,558	821,111
Long-term borrowings	7	7,122	6,983
Other payables		355,419	511,395
- Other payables to third parties	9	355,419	511,395
Long-term provisions		226,878	193,562
- Provisions for employee benefits	16	226,878	193,562
Liabilities from customer contracts	17	107,139	95,745
Deferred tax liabilities	28	-	13,426
EQUITY			
Equity attributable to equity holders of the parent		3,735,786	3,441,695
Paid-in share capital	18	95,000	95,000
Adjustment differences to share capital	18	1,065,651	1,065,651
Restricted reserves appropriated from profit		336,747	336,747
Put option revaluation fund related with non-controlling interests		(745,804)	(745,804)
Treasury shares (-)		(405,956)	(405,956)
Reserves for treasury shares		405,956	405,956
Other comprehensive income that will not be reclassified to profit or loss		459,858	386,509
- Loss on remeasurement of defined benefit plans		(74,157)	(70,461)
- Gain from investments in equity instruments		534,015	456,970
Other comprehensive income that will be reclassified to profit or loss		53,127	779,258
- Foreign currency translation differences		53,127	794,010
- Cost of hedging reserves		-	(12,169)
- Fair value gains (losses) on financial assets at fair value through other comprehensive income		-	(2,583)
Prior years' profit		970,490	1,063,771
Net income for the year		1,500,717	460,563
Non-controlling interests		-	358,222
Total equity		3,735,786	3,799,917
Total liabilities and equity		8,322,175	9,511,324

The accompanying notes form an integral part of these consolidated financial statements.

**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****CONSOLIDATED STATEMENTS OF PROFIT OR LOSS FOR THE YEARS ENDED 31 DECEMBER 2025 AND 2024**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

PROFIT OR LOSS	Notes	Audited 31 December 2025	Audited 31 December 2024
Revenue	20	5,800,666	5,345,712
Cost of sales (-)	20	(208,292)	(190,393)
Gross profit		5,592,374	5,155,319
General administrative expenses (-)	21	(614,220)	(572,524)
Marketing expenses (-)	21	(1,709,710)	(1,377,301)
Research and development expenses (-)	21	(2,015,531)	(1,860,501)
Other operating income	22	57,351	84,889
Other operating expenses (-)	22	(78,035)	(188,923)
Operating profit		1,232,229	1,240,959
Income from investing activities	23	909,393	182,226
Expenses from investing activities	23	-	(6,736)
Shares of losses of investments valued through equity method	6	(53,640)	(96,139)
Operating profit before financial income/(expenses)		2,087,982	1,320,310
Financial income	24	19,051	218,461
Financial expenses (-)	25	(277,965)	(496,473)
Net monetary position losses	26	(323,586)	(643,417)
Income before taxes		1,505,482	398,881
Tax expense		(4,765)	1,005
Current income tax expense	28	-	-
Deferred tax expense	28	(4,765)	1,005
Profit for the period from continuing operations		1,500,717	399,886
Profit/(loss) for the period from discontinued operations	27	-	75,846
Net profit for the period		1,500,717	475,732
Net profit attributable to:		1,500,717	475,732
Non-controlling interests		-	15,169
Equity holders of the parent		1,500,717	460,563
Earnings/(loss) per share	29	16.00	4.90
- Earnings/(loss) per share from continuing operations		16.00	4.25
- Earnings/(loss) per share from discontinued operations		-	0.65

The accompanying notes form an integral part of these consolidated financial statements.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**CONSOLIDATED STATEMENTS OF OTHER COMPREHENSIVE INCOME FOR THE YEARS ENDED 31 DECEMBER 2025 AND 2024**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

OTHER COMPREHENSIVE INCOME	Notes	Audited 31 December 2025	Audited 31 December 2024
Net profit for the period		1,500,717	475,732
Items that will be reclassified to profit or loss:		(726,131)	(217,237)
Foreign currency translation differences		(740,883)	(219,518)
Hedge losses		12,169	7,403
Fair value difference gains (losses) on financial assets through other comprehensive income		3,241	(6,570)
Tax effect	28	(658)	1,448
Items that will not be reclassified to profit or loss:		73,349	136,478
Revaluation and measurement losses of defined benefits plans	16	(4,218)	(8,488)
Tax effect	28	522	1,082
Gain from investments in equity instruments		81,622	152,904
Tax effect	28	(4,577)	(9,020)
Other comprehensive income		(652,782)	(80,759)
Total comprehensive income		847,935	394,973
Total comprehensive income attributable to:			
Non-controlling interest		-	7,822
Equity holders of the parent		847,935	387,151
		847,935	394,973

The accompanying notes form an integral part of these consolidated financial statements.

**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****CONSOLIDATED STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED 31 DECEMBER 2025 AND 2024**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

	Notes	1 January - 31 December 2025	1 January - 31 December 2024
A. Cash flows generated from operating activities			
Profit for the period		1,500,717	475,732
<i>Profit/(loss) for the period from continuing operations</i>		1,500,717	399,886
<i>Profit/(loss) for the period from discontinued operations</i>		-	75,846
Adjustments to reconcile profit for the year		489,757	1,465,788
Adjustments related to depreciation and amortization expenses	11, 12, 13	757,280	648,172
Adjustments related to provisions for employment termination benefits	16	99,756	117,519
Adjustments related to interest expenses	25	225,729	440,396
Adjustments related to interest income	24	(3,021)	(13,499)
Adjustments related to losses (gains) on disposal of financial investments	23	(133,064)	(182,226)
Adjustments related to other investment expenses	23	-	6,736
Adjustments related to impairment/(reversal of) receivables	8	2,304	3,428
Adjustments related to unrealized Exchange differences		(11,249)	(197,150)
Adjustments related to tax (income)/expense	28	4,765	(1,005)
Adjustments related to losses (gains) on disposal of subsidiaries or joint operations	23	(776,329)	-
Monetary (gain) / loss effect		323,586	643,417
Changes in working capital		132,140	(70,096)
Adjustments related to decrease/(increase) in inventories		(14,562)	24,970
Adjustments related to decrease/(increase) in trade receivables		(349,338)	(780,976)
Adjustments related to increase/(decrease) in trade payables		168,115	214,598
Increase in other assets related to operations		(57,000)	(39,909)
Increase/(decrease) in other payables related to operations		384,925	511,221
Cash flows generated from operating activities		2,122,614	1,871,424
Tax payments	28	-	(17,613)
Payments related to employee benefits	16	(16,075)	(68,805)
Net cash from discontinued operations		-	302,682
Cash outflows for purchases of property, plant and equipment and intangible assets		(946,566)	(1,038,897)
Cash inflows for sale of debt instruments or shares of other entities or funds		141,011	658,675
Cash inflows from sale of property, plant and equipment and intangible assets		840	4,261
Net cash flows from investment activities of discontinued operations		-	(262,073)
Cash inflow from the disposal of assets held for sale	9	110,780	-
B. Cash flows from investing activities		(693,935)	(638,034)
Net cash from financing activities of discontinued operations		-	(18,805)
Cash inflows from loans	33	909	11,096
Interest paid		(214,954)	(435,370)
Interest received		136,085	195,725
Cash outflows from the purchase of own shares		-	(161,755)
Cash outflows related to debt payments from lease agreements	33	(34,174)	(49,637)
Dividends paid		(553,844)	(568,447)
C. Cash flows from financing activities		(665,978)	(1,027,193)
Net increase/(decrease) in cash and cash equivalent before the effects of currency translation differences (A+B+C)		746,626	422,461
D.Effects of currency translation differences on cash and cash equivalents		-	11,042
Net increase in cash and cash equivalents (A+B+C)		746,626	433,503
E. Monetary gains effect on cash and cash equivalents		(112,858)	(294,616)
F. Cash and cash equivalents at the beginning of the period		4	580,908
Cash and cash equivalents at the end of the period (A+B+C+D+E)		4	1,214,676
			1,061,357

The accompanying notes form an integral part of these consolidated financial statements.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY FOR THE YEARS ENDED 31 DECEMBER 2025 AND 2024**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

	Balance as of 1 January 2025	1,118,141	(307,293)	307,293	(19,572)	336,437	(63,855)	313,086	2,539	1,006,811	1,523,430	364,865	(506,422)	3,087,760	363,984	4,317,144
	Balance as of 1 January 2024	1,065,651	(405,956)	405,956	(121,609)	336,437	(70,461)	456,670	(2,583)	794,010	1,063,271	404,563	(745,804)	3,441,095	358,232	3,799,917
Transfers to prior years' profit		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dividend paid		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Change in put option liability		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase/decrease due to share		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Report back transactions		(5,900)	(52,490)	(161,735)	161,735	-	-	-	-	-	(161,735)	-	-	-	-	(161,735)
Capital reduction		-	-	153,192	(153,192)	-	-	-	-	-	57,490	-	-	-	-	475,732
Net profit for the period		-	-	-	7,403	-	(7,406)	143,884	(5,122)	(212,171)	-	-	-	(73,412)	(7,347)	(80,759)
Other comprehensive income		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Balance as of 31 December 2024	95,000	1,065,651	(405,956)	405,956	(121,609)	336,437	(70,461)	456,670	(2,583)	794,010	1,063,271	404,563	(745,804)	3,441,095	358,232	3,799,917
Balance as of 1 January 2025	95,000	1,065,651	(405,956)	405,956	(121,609)	336,437	(70,461)	456,670	(2,583)	794,010	1,063,271	404,563	(745,804)	3,441,095	358,232	3,799,917
Transfers to prior years' profit		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dividend paid		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sale of subsidiary		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net profit for the period		-	-	-	12,169	-	(3,696)	77,045	2,583	(740,883)	-	-	-	1,500,717	(38,222)	(553,844)
Other comprehensive income		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Balance as of 31 December 2025	95,000	1,065,651	(405,956)	405,956	-	336,437	(74,157)	534,015	2,583	53,127	970,400	1,500,717	(745,804)	3,735,786	-	3,735,786

(*) Other comprehensive income/(expense) that will not be reclassified to profit or loss

(**) Other comprehensive income/(expense) and expense that will be reclassified to profit or loss

The accompanying notes form an integral part of these consolidated financial statements.

**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 1 - ORGANIZATION AND NATURE OPERATIONS OF THE GROUP

Logo Yazılım Sanayi ve Ticaret Anonim Şirketi ('Logo Yazılım' or the 'Company'), was established in 1986 and became a corporation on 30 September 1999. The Company is domiciled in Türkiye and operates under the Turkish Commercial Code.

The main activity of the Company is production, development, processing and multiplication of operating systems, application software, databases, software increasing productivity, multimedia software products and all types of similar software processed inside all types of computer hardware and distribution of these at all physical and electronic environment and to carry out all the services such as technical support, training and technical service activities.

As of 31 December 2025, the average number of employees of the Group is 945 (as of 31 December 2024, the average number of employees within the scope of Türkiye operations is 989, and the average number of employees within the scope of Romania operations is 552).

The address of the registered office is as follows:

Şahabettin Bilgisu Caddesi, No: 609 Gebze Organize Sanayi Bölgesi Gebze, Kocaeli

As of 31 December 2025, the main shareholder and ultimate controlling party of Logo Yazılım is Logo Teknoloji ve Yatırım A.Ş. Shareholding structure of the Company is disclosed on Note 18.

The nature of businesses of subsidiaries and joint ventures of Logo Yazılım (together referred to as the "Group") are as follows.

Subsidiary	Country of incorporation	Nature of business
Logo Ödeme Hizmetleri A.Ş. ("Logo Ödeme") (*)	Türkiye	Development and marketing of software
Joint venture	Country of incorporation	Nature of business
Logo Infosoft Business Technology Private Limited ("Logo Infosoft") (**)	India	Development and marketing of software
Associate	Country of incorporation	Nature of business
Total Soft S.A. ("Total Soft") (***)	Romania	Development and marketing of software

(*) Logo Ödeme Hizmetleri A.Ş. was established within the Group on 29 November 2022 to operate within the scope of our country's new regulations on open banking within the framework of the goal of maintaining and growing its investments in the field of Fintech. As of 31 December 2025, the revenue model of the Fintech services of the company, which has not yet started its operations, will be based on annual subscription and credit (coin) per transaction, and the Company is expected to significantly increase its SaaS (Software-as-a-Service) revenues.

(**) With the decision of the Board of Directors dated 13 June 2025, it has been decided to carry out all transactions regarding the liquidation process of the joint venture Logo Infosoft Business Technology Private Limited ("Logo Infosoft").

(***) Note 27

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS**2.1 Basis of Presentation****2.1.1 Financial Reporting Standards**

The accompanying consolidated financial statements of the Group have been prepared in accordance with the Turkish Accounting Standards ("TAS") promulgated by the Public Oversight Accounting and Auditing Standards Authority ("POA") in compliance with the communiqué numbered II - 14.1 'Communiqué on the Principles of Financial Reporting in Capital Markets' (the "Communiqué") announced by the CMB on 13 June 2013 which is published on Official Gazette numbered 28676. TAS consists of the Turkish Accounting Standards, Turkish Financial Reporting Standards and related supplements and interpretations ("TAS/TFRS"). TAS/TFRS are updated in harmony with the changes and updates in International Financial and Accounting Standards ("IFRS") by the communiqués announced by the POA.

The consolidated financial statements are presented in accordance with "Announcement regarding with TAS Taxonomy" which was published on 4 July 2024 by POA and the format and mandatory information recommended by CMB.

Consolidated financial statements have been prepared under the historical cost convention except for the financial assets presented at fair values and revaluations related to the differences between carrying value and fair value of tangible and intangible assets arising from business combinations.

2.1.2 Financial Statements of Subsidiaries Operating in Foreign Countries

Financial statements of subsidiaries, operating in countries other than Türkiye, are adjusted to TAS/TFRS for the purpose of fair presentation. Subsidiaries' assets and liabilities are translated into Turkish Lira from the foreign exchange rate at the balance sheet date and income and expenses are translated into Turkish Lira at the average foreign exchange rate. Exchange differences arising from the translation of the opening net assets and differences between the average and balance sheet dates are included in the 'currency translation difference' under the shareholders' equity.

2.1.3 Basis of Consolidation

The consolidated financial statements prepared in accordance with the principles of consolidated financial statements for the year ended 31 December 2025 include the accounts of Logo Yazılım and its subsidiaries. The table below sets out the subsidiaries of Logo Yazılım and ownership interests held by the Company of 31 December 2025 and 31 December 2024:

Subsidiaries	31 December 2025 (%)	31 December 2024 (%)
Logo Ödeme	100.00	100.00
Total Soft	-	80.00
Joint venture	31 December 2025 (%)	31 December 2024 (%)
Logo Infosoft (*)	75.86	75.93
Associate	31 December 2025 (%)	31 December 2024 (%)
Total Soft	70.00	-

(*) On 1 January 2018, the Company's control over Logo Infosoft has been changed to joint control with the agreement signed with GSF Software Labs LLC. After this date, Logo Infosoft is treated as a joint venture in the consolidated financial statements and accounted for as an investment accounted for using the equity method.



LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.1 Basis of Presentation (cont'd)

2.1.3 Basis of Consolidation (cont'd)

Subsidiaries

Consolidated financial statements include financial statements of the Company and entities controlled by the Company's subsidiaries. Control is provided by the Company providing the following conditions:

- Have the authority on the investee company/asset,
- Being open to or entitled to variable returns from the investee company/asset and
- Ability to use its power that may have effect on the returns.

The balance sheets, income statements and other comprehensive income statements of the subsidiaries that are incorporated into consolidation are consolidated using full consolidation method. The registered value of the investment recorded in the assets of the company and the amount from subsidiaries' shareholder's equity corresponded to company's share are settled net. The transactions and balances between the company and subsidiaries are mutually deleted under consolidation.

Investments in associates and joint ventures

An associate is an entity over which the Group has significant influence. Significant influence is the power to participate in the financial and operating policy decisions of the investee but is not control or joint control over those policies.

A joint venture is a joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the joint arrangement. Joint control is the contractually agreed sharing of control of an arrangement, which exists only when decisions about the relevant activities require unanimous consent of the parties sharing control.

The results and assets and liabilities of associates or joint ventures are incorporated in these consolidated financial statements using the equity method of accounting, except when the investment, or a portion thereof, is classified as held for sale, in which case it is accounted for in accordance with TFRS 5 Non-current Assets Held for Sale and Discontinued Operations. Under the equity method, an investment in associate or a joint venture is initially recognized in the consolidated statement of financial position at cost and adjusted thereafter to recognize the Group's share of the profit or loss and other comprehensive income of the associate or a joint venture. When the Group's share of losses of an associate or a joint venture exceeds the Group's interest in that associate or a joint venture (which includes any long-term interests that, in substance, form part of the Group's net investment in the associate or a joint venture), the Group discontinues recognizing its share of further losses. Additional losses are recognized only to the extent that the Group has incurred legal or constructive obligations or made payments on behalf of the associate or a joint venture.

Profit and losses resulting from transactions between one of the Group companies and an associate of the Group are eliminated in proportion to the Group's share in the relevant associate or joint venture.

Non-current assets held for sale

Non-current assets and disposal groups are classified as held for sale if their carrying amount will be recovered through a sale transaction rather than through continuing use. Non-current assets (and disposal groups) classified as held for sale are measured at the lower of carrying amount and fair value less costs to sell. Selling costs are the incremental costs directly attributable to the disposal of an asset (or group of assets), excluding finance costs and income tax expense.

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.1 Basis of Presentation (cont'd)

2.1.3 Basis of Consolidation (cont'd)

Non-current assets held for sale (cont'd)

The criteria for classification as held for sale are met only when a sale is highly probable and the asset or group of assets is available for immediate sale in its present condition. The required actions to complete the sale must demonstrate that the terms of the sale will not be materially modified or that the decision to sell will not be reversed. Management should be committed to the plan to sell the asset and the sale should be expected to be completed within one year from the date of classification.

Property, plant and equipment and intangible assets are not subject to depreciation or amortisation after they are classified as held for sale.

Assets and liabilities classified as held for sale are presented separately as current assets and current liabilities in the statement of financial position.

Discontinued operations are excluded from the results of continuing operations and presented as a single line item in the statement of profit or loss as "profit or loss from discontinued operations after tax".

Additional disclosures are provided in Note 27. Unless otherwise stated, all other notes to the financial statements include amounts relating to continuing operations.

2.1.4 Presentation and Functional Currency

For the purpose of the consolidated financial statements, the results and financial position of the Group have been prepared in TL, which is the currency of the primary economic environment in which Logo Yazılım operates ("functional currency") and the presentation currency for the consolidated financial statements.

Functional currency of subsidiaries operating in Romania is Romanian Leu ("RON"). Functional currency of Logo Infsoft is Indian rupee ("INR"). Financial information of each entity included in consolidation are measured using the currency of the primary economic environment in which these entities operate, normally under their local currencies. Assets and liabilities for each statement of financial position presented (including comparatives) are translated to TL at exchange rates at the statement of financial position date. Income and expenses are translated to TL at monthly average exchange rates. Foreign currency translation differences arising on translation are recognized in other comprehensive income as a separate component of equity.

2.1.5 Comparative Information and Reclassification of Prior Period Financial Statements

The consolidated financial statements of the Group have been prepared comparatively with the prior period in order to give information about financial position and performance. In order to maintain consistency with current year consolidated financial statements, comparative information is reclassified and significant changes are disclosed if necessary. In the current period, the Group did not make a classification in the prior period financial statements.

2.2 Going Concern

The companies included in the consolidation have prepared their financial statements in accordance with the going concern principle. The Group management has made an assessment of the going concern of the Group's operations and concluded that the Group has sufficient resources to continue its activities in the near future.

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)**2.3 New and Amended Turkish Financial Reporting Standards**a) Amendments that are mandatorily effective from 2025

Amendments to TAS 21 *Lack of Exchangeability*

Amendments to TAS 21 *Lack of Exchangeability*

The amendments contain guidance to specify when a currency is exchangeable and how to determine the exchange rate when it is not. Amendments are effective from annual reporting periods beginning on or after 1 January 2025.

The Group's management has assessed that the new standards and amendments do not have a significant impact on the current period or the comparative prior periods.

b) New and revised TFRSs in issue but not yet effective

The Group has not yet adopted the following standards and amendments and interpretations to the existing standards:

TFRS 17	<i>Insurance Contracts</i>
Amendments to TFRS 17	<i>Initial Application of TFRS 17 and TFRS 9— Comparative Information</i>
TFRS 18	<i>Presentation and Disclosures in Financial Statements</i>
TFRS 19	<i>Subsidiaries without Public Accountability: Disclosures</i>
Amendments to TFRS 9 and TFRS 7	<i>Classification and Measurement of Financial Instruments</i>
Amendments to TFRS 9 and TFRS 7	<i>Power Purchase Arrangements</i>
Annual Improvements	<i>Annual Improvements to TFRSs – Volume 11</i>
Amendments to TFRS 19	<i>Subsidiaries without Public Accountability: Disclosures</i>

TFRS 17 *Insurance Contracts*

TFRS 17 requires insurance liabilities to be measured at a current fulfillment value and provides a more uniform measurement and presentation approach for all insurance contracts. These requirements are designed to achieve the goal of a consistent, principle-based accounting for insurance contracts. TFRS 17 has been deferred for insurance, reinsurance and pension companies for a further year and will replace TFRS 4 *Insurance Contracts* on 1 January 2027.

Amendments to TFRS 17 *Insurance Contracts* and *Initial Application of TFRS 17 and TFRS 9— Comparative Information*

Amendments have been made in TFRS 17 in order to reduce the implementation costs, to explain the results and to facilitate the initial application.

The amendment permits entities that first apply TFRS 17 and TFRS 9 at the same time to present comparative information about a financial asset as if the classification and measurement requirements of TFRS 9 had been applied to that financial asset before.

Amendments are effective with the first application of TFRS 17.

TFRS 18 *Presentation and Disclosures in Financial Statements*

TFRS 18 includes requirements for all entities applying TFRS for the presentation and disclosure of information in financial statements. This standard is effective from annual reporting periods beginning on or after 1 January 2027.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)**2.3 New and Amended Turkish Financial Reporting Standards (cont'd)**b) New and revised TFRSs in issue but not yet effective (cont'd)**TFRS 19 *Subsidiaries without Public Accountability: Disclosures***

TFRS 19 specifies the disclosure requirements an eligible subsidiary is permitted to apply instead of the disclosure requirements in other IFRS Accounting Standards. This standard is effective from annual reporting periods beginning on or after 1 January 2027.

Amendments to TFRS 9 and TFRS 7 *Classification and Measurement of Financial Instruments*

The amendments address matters identified during the post-implementation review of the classification and measurement requirements of TFRS 9 *Financial Instruments*. Amendments are effective from annual reporting periods beginning on or after 1 January 2026.

Amendments to TFRS 9 and TFRS 7 *Power Purchase Arrangements*

The amendments aim at enabling entities to include information in their financial statements that in the IASB's view more faithfully represents contracts referencing nature-dependent electricity. Amendments are effective from annual reporting periods beginning on or after 1 January 2026.

Annual Improvements to TFRSs – Volume 11

The pronouncement comprises the following amendments:

- TFRS 1: Hedge accounting by a first-time adopter
- TFRS 7: Gain or loss on derecognition
- TFRS 7: Disclosure of deferred difference between fair value and transaction price
- TFRS 7: Introduction and credit risk disclosures
- TFRS 9: Lessee derecognition of lease liabilities
- TFRS 9: Transaction price
- TFRS 10: Determination of a 'de facto agent'
- TAS 7: Cost method

Amendments are effective from annual reporting periods beginning on or after 1 January 2026.

Amendments to TFRS 19 *Subsidiaries without Public Accountability: Disclosures*

The amendments cover new or amended Turkish Financial Reporting Standards that were not considered when TFRS 19 was first issued. Amendments are effective from annual reporting periods beginning on or after 1 January 2027.

The Group evaluates the effects of these standards, amendments and improvements on the financial statements.

2.4 Changes in Accounting Policies

Accounting policy changes arising from the initial application of a new TAS/TFRS are applied retrospectively or prospectively in accordance with the transitional provisions of the TAS/TFRS. Changes to which no transition clauses are included, material changes in accounting policies or voluntary accounting errors are applied retrospectively and prior period financial statements are restated.

**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)**2.4 Changes in Accounting Policies (cont'd)**Restatement of financial statements during periods of high inflation

The financial statements and related figures for previous periods have been restated for changes in the general purchasing power of the functional currency and, consequently, the financial statements and related figures for previous periods are expressed in terms of the measuring unit current at the end of the reporting period in accordance with TAS 29 Financial Reporting in Hyperinflationary Economies.

TAS 29 applies to the financial statements, including the consolidated financial statements, of each entity whose functional currency is the currency of a hyperinflationary economy. If an economy is subject to hyperinflation, TAS 29 requires an entity whose functional currency is the currency of a hyperinflationary economy to present its financial statements in terms of the measuring unit current at the end of the reporting period.

As at the reporting date, entities operating in Türkiye are required to apply TAS 29 "Financial Reporting in Hyperinflationary Economies" for the reporting periods ending on or after 31 December 2024, as the cumulative change in the general purchasing power of the last three years based on the Consumer Price Index ("CPI") is more than 100%.

POA made an announcement on 23 November 2023 regarding the scope and application of TAS 29. It stated that the financial statements of the entities applying Turkish Financial Reporting Standards for the annual reporting period ending on or after 31 December 2024 should be presented in accordance with the related accounting principles in TAS 29, adjusted for the effects of inflation.

In accordance with the CMB's decision dated 28 December 2023 and numbered 81/1820, issuers and capital market institutions subject to financial reporting regulations applying Turkish Accounting/Financial Reporting Standards are required to apply inflation accounting by applying the provisions of TAS 29 to their annual financial statements for the accounting periods ending on 31 December 2024.

In this framework, while preparing the consolidated financial statements dated 31 December 2025, inflation adjustment has been made in accordance with TAS 29.

Date	Index	Adjustment coefficient	Three-year cumulative inflation rates
31.12.2025	3,513.87	1.00000	211%
31.12.2024	2,684.55	1.30892	291%
31.12.2023	1,859.38	1.88981	268%

The main lines of TAS 29 indexation transactions are as follows:

- As of the balance sheet date, all items other than those stated in terms of current purchasing power are restated by using the relevant price index coefficients. Prior year amounts are also restated in the same way.
- Monetary assets and liabilities are expressed in terms of the purchasing power at the balance sheet date and are therefore not subject to restatement. Monetary items are cash and items to be received or paid in cash.
- Fixed assets, subsidiaries and similar assets are indexed to their acquisition values, which do not exceed their market values. Depreciation has been adjusted in a similar manner. Amounts included in shareholders' equity have been restated by applying general price indices for the periods in which they were contributed to or arose within the Group.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)**2.4 Changes in Accounting Policies (cont'd)**Restatement of financial statements during periods of high inflation (cont'd)

- All items in the income statement, except for the effects of non-monetary items in the balance sheet on the income statement, have been restated by applying the multiples calculated over the periods when the income and expense accounts were initially recognized in the financial statements.
- The gain or loss arising on the net monetary position as a result of general inflation is the difference between the adjustments to non-monetary assets, equity items and income statement accounts. This gain or loss on the net monetary position is included in net profit.
- The effect of inflation on the Group's net monetary asset position in the current period is recorded in the net monetary position gains/(losses) account in the consolidated income statement (Note 26).

The impact of the application of TAS 29 "Inflation Accounting" is summarized below:

Restatement of the Statement of Consolidated Financial Position

Amounts in the consolidated statement of financial position that are not expressed in terms of the measuring unit current at the end of the reporting period are restated. Accordingly, monetary items are not restated because they are expressed in the currency of the reporting period. Non-monetary items are required to be restated unless they are expressed in terms of the currency in effect at the end of the reporting period.

The gain or loss on the net monetary position arising on restatement of non-monetary items is recognized in profit or loss and presented separately in the statement of comprehensive income.

Restatement of the Statement of Profit or Loss

All items in the statement of profit or loss are expressed in terms of the measuring unit current at the end of the reporting period. Therefore, all amounts have been restated by applying changes in the monthly general price index.

Cost of inventories sold has been restated using the restated inventory balance.

Depreciation and amortization expenses have been restated using the restated balances of property, plant and equipment, intangible assets and right-of-use assets.

Restatement of Statement of Cash Flows

All items in the statement of cash flows are expressed in terms of the measuring unit current at the end of the reporting period.

Consolidated financial statements

The financial statements of a subsidiary whose functional currency is the currency of a hyperinflationary economy are restated by applying the general price index before they are included in the consolidated financial statements prepared by the parent company. If the subsidiary is a foreign subsidiary, its restated financial statements are translated at the closing rate. When consolidating financial statements with different reporting period ends, all monetary and non-monetary items are restated in accordance with the measuring unit current at the date of the consolidated financial statements.



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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.4 Changes in Accounting Policies (cont'd)

Comparative figures

Relevant figures for the previous reporting period are restated by applying the general price index so that the comparative financial statements are presented in the measuring unit applicable at the end of the reporting period. Information disclosed for prior periods is also expressed in terms of the measuring unit current at the end of the reporting period.

2.5 Summary of Significant Accounting Policies

Financial assets

Classification and measurement

Group classified its financial assets in three categories; financial assets carried at amortized cost, financial assets carried at fair value through profit or loss, financial assets carried at fair value through other comprehensive income. Classification is performed in accordance with the business model determined based on the purpose of benefits from financial assets and expected cash flows. Management performs the classification of financial assets at the acquisition date.

a) Financial assets carried at amortized cost

Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest, whose payments are fixed or predetermined, which are not actively traded and which are not derivative instruments are measured at amortized cost. They are included in current assets, except for maturities more than 12 months after the balance sheet date. Those with maturities more than 12 months are classified as non-current assets. The Group's financial assets carried at amortized cost comprise 'trade receivables' and 'cash and cash equivalents' in the statement of financial position.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, demand deposits held at banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts, credit card receivables and checks received.

Trade receivables and impairment provision

The Group uses the provision matrix by selecting the facilitated application for impairment calculations, since its trade receivables, accounted for amortized cost in the consolidated financial statements, do not contain a significant financing component. With this application, the Group measures the expected credit loss provision at an amount equal to the lifetime expected credit losses in cases where the trade receivables are not impaired for certain reasons. In the calculation of expected credit losses, the future estimates of the Group are taken into account together with past credit loss experiences.

Trade receivables that are created by the Group by way of providing goods or services directly to a debtor are carried at amortized cost. Short-term receivables with no stated interest rate are measured at the original invoice amount unless the effect of imputing interest is significant.

A credit risk provision for trade receivables is established if there is objective evidence that the Group will not be able to collect all amounts due. The amount of the provision is the difference between the carrying amount and the recoverable amount, being the present value of all cash flows, including amounts recoverable from guarantees and collateral, discounted based on the original effective interest rate of the originated receivables at inception.

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.5 Summary of Significant Accounting Policies (cont'd)

Financial assets (cont'd)

Classification and measurement (cont'd)

a) Financial assets carried at amortized cost (cont'd)

Trade and other payables

Trade and other payables are initially measured at fair value. None interest rate bearing short-term payables are measured at original invoice amount unless the effect of imputing interest is significant.

Financial borrowings

Interest-bearing financial borrowings are initially measured at the fair value of the consideration received, less directly attributable costs and are subsequently measured at amortized cost, using the effective interest rate method. Borrowing costs that are directly attributable to the acquisition or construction of a qualifying asset which requires substantial period of time to get ready for its intended use or sale shall be capitalized over the cost of the asset. Other borrowing costs shall be recognized as an expense in the period it incurs.

b) Financial assets carried at fair value

Assets that are held by the management for collection of contractual cash flows and for selling the financial assets are measured at their fair value. If the management do not plan to dispose these assets in 12 months after the balance sheet date, they are classified as non-current assets. Group make a choice for the equity instruments during the initial recognition and elect profit or loss or other comprehensive income for the presentation of fair value gain and loss.

Derecognition of Financial Assets and Liabilities

Financial assets

A financial asset (or, where applicable a part of a financial asset or part of a company of similar financial assets) is derecognized where the rights to receive cash flows from the asset have expired, the Group retains the right to receive cash flows from the asset but has assumed an obligation to pay them in full without material delay to a third party under a pass-through arrangement or the Group has transferred its rights to receive cash flows from the asset and either has transferred substantially all the risks and rewards of the asset or has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Where the Group has transferred its rights to receive cash flows from an asset and has neither transferred nor retained substantially all the risks and rewards of the asset nor transferred control of the asset, the asset is recognized to the extent of the Group's continuing involvement in the asset. Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

Financial liabilities

A financial liability is derecognized when the obligation under the liability is discharged or cancelled or expires. Where an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognized in the consolidated income statement.

**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)**2.5 Summary of Significant Accounting Policies (cont'd)****Derecognition of Financial Assets and Liabilities (cont'd)****Discontinued operations**

A disposal group is a component of a Group that is disposed of or classified as available-for-sale and whose activities and cash flows are segregated from those of the Group as a whole. A disposal group is a separate business or geographical segment, is part of a separate plan to sell or dispose of, or is a subsidiary acquired for the purpose of sale. The Group values the disposal group at the lower of the carrying amount of the related assets and liabilities and fair value less costs to sell (Note 27).

Offsetting

Financial assets and liabilities are offset, and the net amount is reported in the consolidated statement of financial position when there is a legally enforceable right to set-off the recognized amounts and there is an intention to settle on a net basis or realize the asset and settle the liability simultaneously.

Related Parties

- a) A person or a close member of that person's family is related to a reporting entity if that person:
- (i) Has control or joint control over the reporting entity,
 - (ii) Has significant influence over the reporting entity or
 - (iii) Is a member of the key management personnel of the reporting entity or of a parent of the reporting entity.
- b) The entity and the reporting entity are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others), if:
- (i) The entity and the company are members of the same group.
 - (ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
 - (iii) Both entities are joint ventures of the same third party.
 - (iv) One entity is a joint venture of a third entity, and the other entity is an associate of the third entity.
 - (v) The entity has a post-employment benefit plan for the benefit of employees of either the reporting entity or an entity related to the reporting entity. If the reporting entity has itself such a plan, the sponsoring employers are also related to the reporting entity.
 - (vi) The entity is controlled or jointly controlled by a person identified in (a).
 - (vii) A person identified in (a) (i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).

For the purpose of these consolidated financial statements, shareholders, associated entities, key management personnel and Board of Directors members, in each case together with their families and companies controlled or affiliated with them are considered and referred to as related parties. As a result of ordinary business operations, Company may have business relations with the related parties.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)**2.5 Summary of Significant Accounting Policies (cont'd)****Goodwill**

Goodwill acquired in a business combination is initially measured at cost being the excess of the aggregate of the consideration transferred measured at fair value at the date of acquisition and the amount recognized for non-controlling interest over the net identifiable assets acquired and liabilities assumed at fair value in accordance with TFRS 3 on the date of acquisition.

In the event the amount paid in an acquisition is lower than the fair value of the acquired net assets and liabilities the difference is recognized as income.

Following initial recognition, goodwill is measured at cost less any accumulated impairment losses. Goodwill is reviewed for impairment, annually or more frequently if events or changes in circumstances indicate that the carrying value may be impaired. Whenever the carrying amount exceeds the recoverable amount, an impairment loss is recognized in the consolidated income statement.

For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units or groups of cash-generating units that are expected to benefit from the synergies of the acquisition, irrespective of whether other assets or liabilities are assigned to these units or groups of units. Each unit or group of units to which the goodwill is so allocated represents the lowest level within the Group at which the goodwill is monitored for internal management purposes.

Impairment is determined by assessing the recoverable amount of the cash-generating unit (group of cash generating units), to which the goodwill relates. Where the recoverable amount of the cash-generating unit (group of cash-generating units) is less than the carrying amounts of the net assets assigned to the cash-generating unit, an impairment loss is recognized. The impairment of goodwill cannot be cancelled. The Group tests the impairments of goodwill as of 31 December.

The profit and losses generated from the sale of a business include the goodwill on the sold business.

Property, Plant and Equipment

Property and equipment are carried at cost less accumulated depreciation and any accumulated impairment losses. Gains or losses on disposals of property and equipment are included in the related income and expense accounts, as appropriate.

The initial cost of property and equipment comprises its purchase price, including import duties and any directly attributable costs of bringing the asset to its working condition and location for its intended use. Repairs and maintenance expenses are charged to the statement of profit or loss during the period in which they are incurred.

These capitalized costs are depreciated and charged to statement of profit or loss over the useful life of the related assets. Depreciation is calculated on a straight-line basis over the estimated useful life of the assets, which are as follows:

	Useful Life
Leasehold improvements relating to building	5 - 49 year
Machinery, plant and equipment	5 year
Motor vehicles	5 year
Furniture and fixtures	3 - 15 year

Estimated useful lives are reviewed and adjusted if appropriate at the end of each reporting period.

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)**2.5 Summary of Significant Accounting Policies (cont'd)****Intangible Assets**

Intangible assets include acquired rights, development costs, software and technology, customer relationships and other identifiable rights acquired in business combinations. Intangible assets are carried at cost less accumulated amortization. These are accounted by cost of acquisition and are subjected to straight-line depreciation method with their useful lives starting from the date of acquisition.

	<u>Useful Life</u>
Development costs	5 - 15 year
Technology developed	5 - 10 year
Customer relations	8 - 20 year
Agreement for restriction of competition	3 - 4 year
Other intangible assets	3 - 5 year

Intangible assets acquired in business combinations are accounted for over their fair values at the acquisition date. Where an indication of impairment exists, the carrying amount of any intangible assets is assessed and written down immediately to its recoverable amount.

Research and Development Costs

Research is defined as the original and planned investigation undertaken with the prospect of gaining new scientific or technical knowledge and understanding. The expenditure on research is recognized as an expense when it is incurred.

Development is defined as the application of research findings or other knowledge to a plan or design for the production of new or substantially improved materials, devices, products, processes, systems or services before the start of commercial production or use and an intangible asset arising from development is recognized when the following are demonstrated:

- a) The technical feasibility of completing the intangible asset so that it will be available for use or sale,
- b) Its intention to complete the intangible asset and use or sell it,
- c) Its ability to use or sell the intangible asset,
- d) How the intangible asset will generate probable future economic benefits. Among other things, the entity can demonstrate the existence of a market for the output of the intangible asset or the intangible asset itself or, if it is to be used internally, the usefulness of the intangible asset,
- e) The availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset,
- f) Its ability to measure reliably the expenditure attributable to the intangible asset during its development.

Development costs comprise salaries, wages and related costs of the staff working directly in development activities and other directly attributable costs. The government grants related development costs are deducted from the carrying value of associated development costs.

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)**2.5 Summary of Significant Accounting Policies (cont'd)****Impairment of Assets**

At each statement of financial position date, the Group assesses whether there is any indication that an asset other than deferred tax assets and financial assets carried at fair value may be impaired. If any such indication exists, the recoverable amount of that asset is estimated. For intangible assets that are not available for use, the recoverable amount is estimated at each balance sheet date. An impairment loss is recognized for the amount by which the carrying amount of the asset or any cash-generating unit of the asset exceeds its recoverable amount, whether through use or sale. Impairment losses are recognized in the statement of profit or loss in the related period.

Impairment losses on assets can be reversed, to the extent of previously recorded impairment losses, in cases where increases in the recoverable value of the asset can be associated with events that occur subsequent to the period when the impairment loss was recorded.

Leases*The Group - as a lessee*

At inception of a contract, the Group assesses whether a contract is, or contains a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

To assess whether a contract conveys the right to control the use of an identified asset, The Group assess whether:

- a) The contract involved the use of an identified asset - this may be specified explicitly or implicitly.
- b) The asset should be physically distinct or represent substantially all of the capacity of a physically distinct asset. If the supplier has a substantive substitution right, the asset is not identified,
- c) The Group has the right to obtain substantially all of the economic benefits from the use of an asset throughout the period of use and
- d) The Group has the right to direct use of the asset. The Group concludes to have the right of use, when it is predetermined how and for what purpose the Group will use the asset.
 - i. The Group has the right to operate (or to have the right to direct others to operate) the asset over its useful life and the lessor does not have the rights to change the terms to operate or
 - ii. The Group designed the asset (or the specific features) in a way that predetermines how and for what purpose it is used.

The Group recognizes a right-of-use asset and a lease liability at the commencement date of the lease following the consideration of the above-mentioned factors.



LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.5 Summary of Significant Accounting Policies (cont'd)

Leases (cont'd)

Right-of-use asset

The right of use asset is initially recognized at cost comprising of:

- Amount of the initial measurement of the lease liability,
- Any lease payments made at or before the commencement date, less any lease incentives received,
- Any initial direct costs incurred by the Group and

The Group subsequently measures the right-of-use asset:

- After netting-off depreciation and reducing impairment losses from right of use asset,
- Adjusted for certain re-measurements of the lease liability recognized at the present value.

The Group applies TAS 16 'Property, Plant and Equipment' to amortize the right of use asset and to assess for any impairment.

Determine whether the right-of-use assets has impaired and to account for any impairment loss, applies TAS 36, 'Impairment of Assets' standard.

Lease liability

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date. Lease liabilities are discounted to present value by using the interest rate implicit in the lease if readily determined or with the Group's incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments,
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as the commencement date,
- Payments of penalties for terminating the lease, if the lease term reflects the lessee exercising an option to terminate the lease.

After initial recognition, the lease liability is measured:

- Increasing the carrying amount to reflect interest on lease liability,
- Reducing the carrying amount to reflect the lease payments made and
- Remeasuring the carrying amount to reflect any reassessment or lease modifications or to reflect revised in-substance fixed lease payments. The Group recognize the amount of the remeasurement of the lease liability as an adjustment to the right-of-use asset.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

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NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.5 Summary of Significant Accounting Policies (cont'd)

Government Incentives

Logo Yazılım benefits from research and development ('R&D') grants within the scope of the Communiqué No: 98/10 of The Scientific and Technological Research Council of Turkey ('TÜBİTAK') and Money Credit and Coordination Board related to R&D grants for its research and development projects given that such projects satisfy specific criteria with respect to the evaluation of TÜBİTAK Technology Monitoring and Evaluation Board.

The government grants are recognized when there is reasonable assurance that Logo Yazılım will comply with the conditions attached to them and the grants will be received.

The government grants are recognized as income over the periods necessary to match them with the related costs which they are intended to compensate, on a systematic basis. Accordingly, government grants are when the related costs which they are intended to compensate were incurred. Similarly, grants related to depreciable assets are recognized as income over the periods and in the proportions in which depreciation on those assets is charged.

Gains arising from incentives for investment and research and development activities together with government grants are recognized when there is a reasonable assurance for the necessary conditions to be fulfilled and incentive to be acquired by the Group. In this context, government grants related to depreciable assets are included in the income statement during the relevant periods in proportion to the depreciation of these assets.

Income Taxes

Income tax expense comprises current and deferred taxes. Income tax expense is recognized in the statement of profit or loss except to the extent that it relates to items recognized directly in equity or in other comprehensive income.

The tax base resulting from the addition of non-deductible expenses in accordance with the tax laws to the commercial income of the corporations, and the deduction of the exemptions and deductions in the tax laws, is different from the profit before tax amount in the consolidated statement of profit or loss. The current year tax liability includes the tax liability calculated in accordance with the tax legislation in force on the taxable portion of the profit for the period and the tax rates effective as of the balance sheet date, and the adjustments related to the tax liability of the prior years.

Deferred taxes are calculated over the temporary differences between the carrying values of assets and liabilities in the financial statements and their tax base values. Except for business combinations, deferred tax asset or liability is not included in the financial statements in case assets and liabilities that do not affect both commercial and financial profit or loss are included in the financial statements for the first time.

In the calculation of deferred tax assets and liabilities, tax rates (based on ratios that have entered into force or are finalized as of the balance sheet date) that will be valid on the dates when the Group thinks that these temporary differences will disappear are used. Provided that they are subject to the tax legislation of the same country and there is a legally enforceable right to set off current tax assets from current tax liabilities, deferred tax assets and deferred tax liabilities are mutually offset.

While the deferred tax liability is calculated over all taxable temporary differences, the deferred tax asset is recognized on the condition that it is highly probable that deductible temporary differences will be realized by generating taxable profit in the future. In each balance sheet period, the Group reviews its deferred tax assets and accounts for the possibility of future deductibility.

Interest and penalties assessed on income tax deficiencies are presented based on their nature.



LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.5 Summary of Significant Accounting Policies (cont'd)

Revenue

The Group's revenues mainly consist of standard package programme sales revenues, Logo Enterprise Membership ("LEM") sales revenues, retail cloud solutions ("SaaS") subscription revenues, after sales support revenues, custom software development project revenues and upgrade package revenues.

Off-the-shelf software sales - license model

Revenues on off-the-shelf software sales are recognized when the control passes the customer. Net sales represent the invoiced value less sales returns and discounts. When the arrangement effectively constitutes a financing transaction, the fair value of the consideration is determined by discounting all future receipts using an imputed rate of interest. The difference between the fair value and the nominal amount of the consideration is recognized as interest income on a time proportion basis that takes into account the effective yield on the asset.

On the off-the-shelf software sales, Logo Yazılım charge its customers a one-time fee and the customers are entitled to use the current release and version indefinitely. Accordingly, the Company does not have obligation following the point of sale.

Off-the-shelf software sales - pay as you go model

In the sales model where the license rights are not transferred to customers, but usage right of the package programme is made available for a limited period of time, the revenues are accounted for on accrual basis.

Logo Private Integrator service sales

Companies issuing e-invoice can exchange electronic invoice via data processing system of a private integrator that has the technical capability instead of using internal data processing infrastructure. E-Logo is a private integrator certified by the Turkish Revenue Administration and enables its users to realize their electronic invoice exchanges that works with speed and security 7/24. Companies that use e-Logo's private Integrator Service manage their approval processes on web. Private Integrator Service is provided with a prepaid coin sale. Revenue is recognized according to rates of coin usage.

LEM sales and version upgrade package sales

LEM is an insurance package that provides free ownership for all the charged version updates which protect enterprises against all the legal amendments and which includes new features that will contribute new value to the products throughout the year. Enterprises which buy LEM obtain the basic maintenance and support services necessary for high performance functioning of Enterprise Resource Planning, besides receiving all the legal changes and charged version changes free of charge. LEM sales are recognized on an accrual basis over the contract period. The Group gives LEM for free with the initial sale of the main software.

The Group's management noted that LEM products are sold free of charge in the first year and all receipts from these sales transactions are attributed to the main software product. Since the free of charge LEM products given the first year are given along with the currently up-to-date software, they do not bring significant updates for the user and their commercial value is lower compared to the LEM products provided in the subsequent years. A fee is charged for the subsequent renewal of LEM agreements.

SaaS subscription income

SaaS subscription income is allocated to customers monthly or annually. Income is invoiced and recognized as part of a periodic invoicing process and the source of income is accounted for as soon as the service is rendered.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.5 Summary of Significant Accounting Policies (cont'd)

Revenue (cont'd)

Post-delivery customer support

The revenues from post-delivery customer support are recognized on the accrual basis based on the terms of the agreements. The post-delivery customer support services are mainly provided by the business partners determined by the Group.

Customized software development

Customized software development project revenues are included in the consolidated financial statements as income based on the stage of completion of contract obligations as of the balance sheet date.

Other revenue

Other revenue earned by the Group are recognized on the following basis:

Royalty and rental income - on an accrual basis,
Interest income - on an effective yield basis,
Dividend income - when the Company's right to receive payment is established.

Provisions

Provisions are recognized when the Group has a present legal constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and a reliable estimate of the amount can be made.

Provision of distribution premium

The Group set annual sale targets for its distributors and distribute premiums at the end of the year according to these targets. Premiums are recognized in the period that they are realized and associated with profit and loss statements.

Contingent Assets and Liabilities

Possible assets or obligations that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Group are not included in financial statements and treated as contingent assets or liabilities.

Contingent liabilities are disclosed in the notes to the financial statements, unless the possibility of an outflow of resources embodying economic benefits is remote. If an outflow of resources has become probable, contingent liabilities are recognized in the financial statements. Contingent assets are not recognized in financial statements but disclosed in the notes to the financial statements where an inflow of economic benefits is probable.

Put Option

Potential cash payments related to the sales options held by the Group's subsidiaries are accounted for as a financial liability. The amount payable under the option is initially recognized at fair value within the borrowing framework and the amount corresponding to this amount is followed in equity. The amount recognized in the shareholders equity is recognized in the put option revaluation fund related with non-controlling interests account under the shareholders' equity of the parent company, provided that certain conditions are met. The Group recognizes changes in the subsequent periods in put option revaluation fund related with non-controlling interests.



LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.5 Summary of Significant Accounting Policies (cont'd)

Employee Benefits

Retirement pay liability

Employment termination benefits, as required by the Turkish Labor Law, represent the estimated present value of the total reserve of the future probable obligation of the Company arising in case of the retirement of the employees. According to Turkish Labor Law and other laws applicable in Türkiye, the Company is obliged to pay employment termination benefit to employees in cases of termination of employment without due cause, retirement or death upon the completion of a minimum one-year service. The provision which is allocated by using the defined benefit pension's current value is calculated by using the estimated liability method. All actuarial profits and losses are recognized in the consolidated other comprehensive income.

Personnel vacation provision

Unused vacation rights accrued in the consolidated financial statements represents total provision for liabilities related to employees' unused vacation days as of the balance sheet date.

Personnel bonus provision

Personnel bonus provisions consist of the benefits provided to the employees by the Company as a result of the performance of the employees during the year. Personnel bonuses are recognized in the profit or loss statement in the period in which they are accrued.

Treasury shares

When an entity reacquires an equity instrument, the instrument ("treasury shares") is recognized as a deduction from equity. No gain or loss is recognized in profit or loss on the purchase, sale, issue or cancellation of an entity's equity instruments. When the Company reissues shares, the difference between the carrying amount and the consideration paid is recognized as share premium. Voting rights are cancelled and no dividends are paid in respect of repurchased shares.

Statement of Cash Flows

The Group prepares consolidated statement of cash flows as an integral part of its financial statements to enable financial statement analysis about the change in its net assets, financial structure and the ability to direct cash flow amounts and timing according to evolving conditions. Cash flows during the period are classified and reported by operating, investing and financing activities in the cash flow statements.

Cash flows from operating activities represent the cash flows generated from the Group's activities.

Cash flows related to investing activities represent the cash flows that are used in or provided from the investing activities of the Group (property and equipment, intangible assets and financial investments).

Cash flows arising from financing activities represent the cash proceeds from the financing activities of the Group and the repayments of these funds.

Segment Reporting

The Group's operations are carried out in a single business line. There are two geographical segments which include the data used by management to make decisions on performance evaluation and source distribution. The Group's geographical segments cover operations in Türkiye and Romania. These segments are managed separately since different economic conditions affect them. Their risks and yields are different based on their geographical positions. The Group's management adopted a policy of examining geographical segment results in the interim consolidated financial statements prepared in line with TFRS while evaluating the performance of segments.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)

2.5 Summary of Significant Accounting Policies (cont'd)

Segment Reporting (cont'd)

Geographical segments are reported in a manner consistent with the reporting provided to the Chief Executive Officer and Board of Directors of the Group ("Chief Operating Decision-Maker").

EBITDA is not a financial measure defined by TFRS as a measurement of financial performance and may not be comparable to other similarly titled indicators used by other companies.

For a geographical segment to be identified as a reportable segment, its revenue, including both sales to external customers and intersegment sales or transfers, should be 10% or more of the combined revenue, internal and external, of all geographical segments; its profit or loss should be 10% or more of the combined profit or loss or its assets should be 10% or more of the combined assets of all geographical segments. Management monitors the Group's operations in Türkiye and Romania, separately.

Geographical segments that do not meet any of the quantitative thresholds may be considered as reportable, and separately disclosed, if the management believes that information about the segment would be useful to users of the financial statements.

Earnings per share

The Group presents basic and diluted earnings per share ("EPS") data for its ordinary shares. Basic EPS is calculated by dividing the profit attributable to ordinary shareholders of the Company by the weighted average number of ordinary shares outstanding during the period. Diluted EPS is equal to basic EPS because the Group does not have any convertible notes or share options granted to employees.

In Türkiye, companies are allowed to raise their share capital by distributing bonus shares to shareholders from retained earnings. In computing earnings per share, such bonus share distributions are treated as issued shares. Accordingly, the retrospective effect for such share distributions is taken into consideration in determining the weighted-average number of shares outstanding used in this calculation.

2.6 Significant Accounting Estimates and Assumptions

Preparation of consolidated financial statements requires the usage of estimations and assumptions which may affect the reported amounts of assets and liabilities as of the balance sheet date, disclosure of contingent assets and liabilities and reported amounts of income and expenses during the financial period. The accounting assessments, forecasts and assumptions are reviewed continuously considering the past experiences, other factors and the reasonable expectations about the future events under current conditions. Although the estimations and assumptions are based on the best estimates of the management's existing incidents and operations, they may differ from the actual results. The estimates and assumptions that can lead to significant adjustments on the carrying value of the assets and liabilities are as follows:

Provision for doubtful receivables

Provision for doubtful receivables is an estimated amount that management believes to reflect for possible future losses on existing receivables that have collection risk due to current economic conditions. During the impairment test for the receivables, the debtors, other than related parties and key customers are assessed with their prior year performances, their credit risk in the current market, and their individual performances after the balance sheet date up to the issuing date of the financial statements and furthermore, the renegotiation conditions with these debtors are considered.

**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 2 - BASIS OF PRESENTATION OF CONSOLIDATED FINANCIAL STATEMENTS (cont'd)**2.6 Significant Accounting Estimates and Assumptions (cont'd)***Useful lives of intangible assets*

In accordance with the accounting policy stated in Note 2.5, intangible assets are stated at historical cost less depreciation, net of any impairment charges. Depreciation on intangible assets is calculated using the straight-line method over their estimated useful lives. Useful lives depend on the best estimates of management and are reviewed in each financial period and corrected accordingly.

Revenue recognition

The Group uses percentage of completion method in accounting of its software license revenues and customized software revenues. Use of the percentage of completion method requires the Group to estimate the services performed to date as a proportion of total services to be performed.

Logo Enterprise Membership is an insurance package that provides free ownership for all the charged version updates which protect enterprises against all the legal amendments, and which includes new features that will contribute new values to the products throughout the year. Since the free of charge LEM products given the first year are given along with the currently up-to-date software, they do not bring significant updates for the user and their commercial value is lower compared to the LEM products provided in the subsequent years. Thus, related sales amounts are recognized as revenue within the transaction year.

Research and development costs

Development is defined as the application of research findings or other knowledge to a plan or design for the production of new or substantially improved materials, devices, products, processes, systems or services before the start of commercial production or use and an intangible asset arising from development is recognized by the Group. Management determines the cost of employees to be capitalized taking into account time spent by each employee on research and development activities. The costs of employees relating to research are expensed as incurred.

Goodwill impairment test

The Group tests the goodwill amount for impairment each year or in shorter periods in case of any impairment. The recoverable amounts of cash generating units are determined on fair value less cost of disposal basis. The details of estimates and assumptions used are explained in Note 14.

NOTE 3 - SEGMENT REPORTING

The Group's chief operating decision-maker is responsible for allocating resources and assessing performance of the operating segments. Adjusted earnings before interest, tax, depreciation and amortization ("EBITDA") are used to measure performance as management believes that such information is the most relevant in evaluating the results of certain segments relative to other entities that operate within these industries. Adjusted EBITDA is calculated by the Company by adding depreciation expense and amortization to the net amount of sales income, cost of sales, operating expenses (excluding other income and expenses from operating activities).

A new agreement has been signed with Avramos Holding, 20% shareholder of the Group's subsidiary Total Soft. Within the framework of the Group's management buy out offer, in accordance with the agreement with Avramos Holding, the details of discontinued operations for the period ended 31 December 2024 for the associate accounted for by equity method as of 1 January 2025 are as follows.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 3 - SEGMENT REPORTING (cont'd)

	Continuing operations Türkiye	Discontinued operations Romania	Consolidated
31 December 2024			
Segment assets	6,416,183	3,095,141	9,511,324
Segment liabilities	4,398,795	1,312,612	5,711,407
Goodwill	136,640	-	136,640
Property, plant and equipment and intangible assets	2,732,782	-	2,732,782
Right-of-use assets	13,054	-	13,054

	Türkiye	Romania	Consolidated
31 December 2024			
Revenue	5,345,712	-	5,345,712
Cost of sales	(190,393)	-	(190,393)
Operating expenses	(3,810,326)	-	(3,810,326)
Other operating income	84,889	-	84,889
Other operating expenses	(188,923)	-	(188,923)
Income from investing activities	175,490	-	175,490
Shares in loss of investments valued by equity method	(96,139)	-	(96,139)
Finance income	218,461	-	218,461
Finance expenses	(496,473)	-	(496,473)
Depreciation and amortization	(648,172)	-	(648,172)
Tax income/(expense)	1,005	-	1,005
Net monetary position gain (losses)	(643,417)	-	(643,417)
Net profit for the period	399,886	75,846	475,732
Adjusted EBITDA	1,993,165	-	1,993,165
Purchase of property, plant and equipment and intangible assets	1,038,897	-	1,038,897

Reconciliation between adjusted EBITDA and profit before tax is as follows:

31 December 2024	Consolidated
Adjusted EBITDA	1,993,165
Depreciation and amortization	(648,172)
Income from investing activities	175,490
Shares in loss of investments valued by equity method	(96,139)
Other operating income	84,889
Other operating expenses	(188,923)
Finance income	218,461
Finance expenses	(496,473)
Net monetary position losses	(643,417)
Profit before tax	398,881

**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 4 – CASH AND CASH EQUIVALENTS

Details of cash and cash equivalents as of 31 December 2025 and 2024 are presented below:

	31 December 2025	31 December 2024
Bank	156,772	18,229
- Time deposits	137,284	7,210
- Demand deposits	19,488	11,019
Credit card slip receivables	740,486	364,707
Liquid funds (*)	317,418	197,972
	1,214,676	580,908

(*) Liquid funds consist of investment instruments with a maturity of less than 3 months that can be converted into cash at any time without significant loss.

The reconciliation of cash and cash equivalents in the statement of cash flows is as follows:

	31 December 2025	31 December 2024
Cash and cash equivalents	1,214,676	580,908
Cash and cash equivalents related to assets classified as held for sale	-	480,449
	1,214,676	1,061,357

NOTE 5 - FINANCIAL INVESTMENTS**Short-term financial investments**

	31 December 2025	31 December 2024
- Financial assets at fair value through profit or loss	167,911	50,062
- Financial assets at fair value through other comprehensive income (*)	-	117,518
	167,911	167,580

(*) Related bonds consist of financial investments which are easily convertible into cash, do not bear the risk of significant changes in value and have high liquidity. Bonds are denominated in US Dollars.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 5 - FINANCIAL INVESTMENTS (cont'd)**Long-term financial investments***Fair value difference recognized in other comprehensive income*

Details of non-current financial investments as of 31 December 2025 and 2024 are as follows:

	31 December 2025	31 December 2024
Logo Ventures Girişim Sermayesi Yatırım Fonu ("Logo Ventures I") (*)	17,428	19,797
Logo Ventures Girişim Sermayesi Yatırım Fonu ("Logo Ventures II") (*)	552,612	524,364
İnterpro Yayıncılık Araştırma ve Organizasyon Hizmetleri A.Ş. ("Interpro")	81	106
Figto Ticari Bilgi ve Uygulama Platformu A.Ş. (**)	90,464	90,464
Payer Yazılım Sanayi ve Ticaret A.Ş. (**)	11,465	11,465
Dokuz Eylül Teknoloji Geliştirme Bölgesi A.Ş. ("Dokuz Eylül")	676	676
	672,726	646,872

(*) As of 31 December 2025, Logo Ventures has been recognized as the asset fair value and difference is reflected to other comprehensive income and TL 81,622 (31 December 2024: TL 152,904) difference between its fair value and the cost value is accounted in other comprehensive income. İnterpro and Dokuz Eylül is reflected to consolidated financial statements with their cost value since their fair value is not significant as of 31 December 2025 and 31 December 2024. The Company, has committed USD 11,200 thousand to İstanbul Portföy Yönetimi A.Ş. Logo Ventures II Girişim Sermayesi Yönetim Fonu. USD 9,220 thousand was paid in total, including USD 1,950 thousand paid in 2025 (2024: USD 1,600 thousand).

(**) Payer Yazılım Sanayi ve Ticaret A.Ş. and Figto Ticari Bilgi ve Uygulama Platformu A.Ş., in which the Group owns 10% and 3.02% of shares as of 31 December 2025, respectively, are indexed in accordance with TAS 29.

	31 December 2025	31 December 2024
Private sector bonds:		
Financial assets at fair value through other comprehensive income (***)	-	178,709

(***) Related bonds consist of highly liquid financial investments that are easily convertible into cash, do not bear the risk of significant value changes. Bonds are denominated in US Dollars.

Other long-term financial investments:

	31 December 2025	31 December 2024
Other long-term financial investments (****)	-	141,721

****) The Group's joint venture consists of the convertible debt instruments issued by Logo Infosoft, when the relevant amounts are included in equity the ownership ratio of the Group is 89.22%. (31 December 2024: 89.22%) The Group has not considered the related investment for trading purposes and has recognized the fair value changes in the other comprehensive income statement in accordance with the accounting policies explained in Note 2.5.

**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 6 - INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD

The financial information summary of investment accounted for using the equity method is as follows:

Summary of balance sheet

	31 December 2025
Total Soft	
Cash and cash equivalents	292,234
Other current assets	755,067
Other non-current assets	2,286,344
Total assets	3,333,645
Other current liabilities	1,037,394
Other non-current liabilities	289,736
Total liabilities	1,327,130
Net assets	2,006,515
Total Soft	
Income	2,083,229
Other income	36,288
Income (-)	(1,958,663)
Net profit for the period	160,854
Group's ownership rate (*)	70,00%
Group's share	150,042
Share of net profit of investment under equity method	150,042

(*) As of 31 December 2025, the 70% of the shares has been accounted for using the equity method at TL 1,337,890.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 6 - INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD (cont'd)*Summary of balance sheet*

	31 December 2025	31 December 2024
Logo Infosoft		
Cash and cash equivalents	700	17,962
Other current assets	34,992	45,818
Other non-current assets	16	1,984
Total assets	35,708	65,764
Other current liabilities	12,832	33,286
Other non-current liabilities	326,172	323,976
Total liabilities	339,004	357,262
Net liabilities	(303,296)	(291,498)
Logo Infosoft		
Income	24,548	26,375
Expenses (-)	(79,470)	(143,209)
Net loss for the period	(54,922)	(116,834)
Group's ownership rate	75.86%	75.93%
Group's share	(41,665)	(88,707)
Unrecognized gains / (losses)	-	7,432
Share of losses of investment under equity method	(203,682)	(96,139)

With the decision of Logo Yazılım's Board of Directors dated 13 June 2025, it has been decided to carry out all transactions regarding the liquidation process of the joint venture Logo Infosoft Business Technology Private Limited ("Logo Infosoft"). Logo Infosoft, which was in a long-term investment process, and the CaptainBiz product, which was in the dissemination phase, would not find a chance of success due to the unfavourable conditions in the country, and it had been decided to exit the Indian market.

NOTE 7 – BORROWINGS

Details of borrowings as of 31 December 2025 and 2024 is as follows:

	31 December 2025	31 December 2024
Short-term borrowings:		
Short-term bank loans	2,511	4,287
Credit card payables	4,667	3,758
	7,178	8,045
Long-term borrowings:		
Lease liabilities	7,122	6,983
	7,122	6,983

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NOTE 7 – BORROWINGS (cont'd)

	31 December 2025		
	Weighted average annual interest rate (%)	Original amount (nominal)	TL equivalent
Short-term borrowings:			
Credit card payables - TL	-	4,667	4,667
Lease liabilities - TL	25% – 50%	2,511	2,511
			7,178
Long-term borrowings:			
Lease liabilities - TL	25% - 50%	7,122	7,122
			7,122
Total borrowings			14,300

	31 December 2024		
	Weighted average annual interest rate (%)	Original amount (nominal)	TL equivalent
Short-term borrowings:			
Credit card payables - TL	-	2,871	3,758
Lease liabilities - TL	25% - 50%	3,275	4,287
			8,045
Long-term borrowings:			
Lease liabilities - TL	25% - 50%	5,335	6,983
			6,983
Total borrowings			15,028

The redemption schedules of long-term borrowings as of 31 December 2025 and 2024 are as follows:

	31 December 2025	31 December 2024
Payable in 1-2 years	18	1,173
Payable in 2-5 years	92	59
Payable over 5 years	7,012	5,751
	7,122	6,983

Interest rate and currency risk of the Group are explained in Note 31.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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NOTE 8 - TRADE RECEIVABLES AND PAYABLES

The details of trade receivables and payables as of 31 December 2025 and 2024 are as follows:

Short-term trade receivables:	31 December 2025	31 December 2024
Buyers	1,313,046	1,418,006
Credit card receivables	359,660	285,786
Cheques and notes receivable	11,632	29,075
Less: Provision for doubtful receivables	(9,136)	(9,123)
Less: Unearned finance income arising from credit sales	(126,207)	(150,469)
	1,548,995	1,573,275

As of 31 December 2025, the average receivable turnover rate is 90 days (31 December 2024: 87 days). As of 31 December 2025, the average turnover period, excluding credit card receivables, is 73 days (31 December 2024: 82 days). The rediscount rate applied for the receivables not due is 44.92% (31 December 2024: 53.93%).

As of 31 December 2025, trade receivables amounting to TL 84,778 (31 December 2024: TL 67,688) are not considered as doubtful receivables although they are past due. The maturity analysis of these receivables is as follows:

	31 December 2025	31 December 2024
Up to 1 month	57,928	42,820
1-3 months	11,086	8,984
More than 3 months	15,764	15,884
	84,778	67,688

As of 31 December 2025 and 2024, movements of provision for doubtful trade receivables are as follows:

	2025	2024
As of 1 January	9,123	66,056
Provisions for the period	2,409	3,611
Provisions released	(105)	(183)
Effect related to asset groups classified as held for sale	-	(57,581)
Inflation difference	(2,291)	(2,780)
As of 31 December	9,136	9,123

Trade payables to third parties:	31 December 2025	31 December 2024
Trade payables	426,614	338,355

As of 31 December 2025, the average debt repayment period is 74 days (31 December 2024: 84 days).



LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

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NOTE 8 - TRADE RECEIVABLES AND PAYABLES (cont'd)

31 December 2024	Trade receivables		Other receivables		
	Other	Related party	Other	Bank and funds	Other
The maximum of credit risk exposure as of reporting date	1,573,275	2,020	369	580,908	1,134,882
- Amount of risk covered by guarantees	321	-	-	-	-
Net carrying value of not past due not impaired financial assets	1,505,587	2,020	369	580,908	1,134,882
Net carrying value of past due but not impaired financial assets	67,688	-	-	-	-
<i>Amount of risk covered by guarantees</i>	-	-	-	-	-
Net carrying value of impaired assets	-	-	-	-	-
Past due (gross carrying value)	9,123	-	-	-	-
Impairment (-)	(9,123)	-	-	-	-
Amount of risk covered by guarantees	-	-	-	-	-

The guarantees include cheques, mortgages and letters of guarantee.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.

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NOTE 8 - TRADE RECEIVABLES AND PAYABLES (cont'd)

As of 31 December 2025 and 2024, the table showing the Group's exposure to credit risks according to types of financial instruments is as follows:

31 December 2025	Trade receivables		Other receivables		
	Other	Related party	Other	Bank and funds	Other
The maximum of credit risk exposure as of reporting date	1,548,995	-	57	1,214,676	840,637
- Amount of risk covered by guarantees	245	-	-	-	-
Net carrying value of not past due not impaired financial assets	1,464,217	-	57	1,214,676	840,637
Net carrying value of past due but not impaired financial assets	84,778	-	-	-	-
<i>Amount of risk covered by guarantees</i>	-	-	-	-	-
Net carrying value of impaired assets	-	-	-	-	-
Past due (gross carrying value)	9,136	-	-	-	-
Impairment (-)	(9,136)	-	-	-	-
Amount of risk covered by guarantees	-	-	-	-	-

The guarantees include cheques, mortgages and letters of guarantee.

**LOGO YAZILIM SANAYİ VE TİCARET A.Ş.****NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 9 – OTHER RECEIVABLES, PAYABLES AND OTHER ASSETS

Other short-term receivables from third parties:	31 December 2025	31 December 2024
Income accruals	-	294
Deposits and guarantees given	57	75
	57	369
Other short-term payables to third parties:		
	31 December 2025	31 December 2024
Other taxes payable	265,272	282,403
Share sale liability (*)	-	84,534
	265,272	366,937
Other long-term payables to third parties:		
	31 December 2025	31 December 2024
Share sale liability (*)	355,419	510,590
Other	-	805
	355,419	511,395

(*) The Company has signed an agreement with Avramos Holding, 20% shareholder of its subsidiary Total Soft. Within the framework of the management buy out offer, Avramos Holding will pay a total of EUR 15.1 thousand to the Company until the end of 2027 and increase its shareholding in Total Soft in two stages, from 20% to 30% in 2025 and from 30% to 85% at the end of 2027. On 29 December 2025, an amount of TL 110,780 was collected as consideration for the sale of a 10% equity interest, and remaining 70% interest was accounted for using the equity method. The share sale obligation relating to the 10% interest sold has been recognized in profit or loss. For the 15% of Total Soft shares that will remain in the Company as of the end of 2027, Logo has a put option as of 2030. Under the share sale agreement signed with Avramos Holding, a share sale liability has been recognised. (Note 27). The company does not have any representation at Total Soft's Board of Directors as of February 1st, 2025.

Other current assets:	31 December 2025	31 December 2024
Personnel advances	29,674	16,936
Deferred VAT	12,137	7,441
Prepaid taxes	300	12,754
Business advances	-	16
Other	2,038	3,816
	44,149	40,963

NOTE 10- INVENTORIES

	31 December 2025	31 December 2024
Raw materials	28,875	18,828
Trade goods	24	63
Other	124	37
	29,023	18,928

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 11 - PROPERTY, PLANT AND EQUIPMENT

	1 January 2025	Additions	Disposals	31 December 2025
Cost:				
Machinery, plant and equipment	201,709	21,492	(30,265)	192,936
Motor vehicles	191,849	5,163	(2,884)	194,128
Furniture and fixtures	89,403	676	(4,708)	85,371
Leasehold improvements	561,436	451	-	561,887
	1,044,397	27,782	(37,857)	1,034,322
Accumulated depreciation:				
Machinery, plant and equipment	130,473	32,587	(29,458)	133,602
Motor vehicles	67,536	38,309	(2,884)	102,961
Furniture and fixtures	87,441	847	(4,675)	83,613
Leasehold improvements	306,138	14,768	-	320,906
	591,588	86,511	(37,017)	641,082
Net book value	452,809			393,240

	1 January 2024	Additions	Disposals	Classified as held for sale 31 December 2024	31 December 2024
Cost:					
Machinery, plant and equipment	250,524	24,821	(4,353)	(69,283)	201,709
Motor vehicles	219,416	7,857	(3,895)	(31,529)	191,849
Furniture and fixtures	90,964	62	(247)	(1,376)	89,403
Leasehold improvements	586,708	355	(22,249)	(3,378)	561,436
	1,147,612	33,095	(30,744)	(105,566)	1,044,397

	1 January 2024	Additions	Disposals	Classified as held for sale 31 December 2024	31 December 2024
Accumulated depreciation:					
Machinery, plant and equipment	158,437	26,589	(3,144)	(51,409)	130,473
Motor vehicles	56,879	37,298	(843)	(25,798)	67,536
Furniture and fixtures	82,356	4,096	(247)	1,236	87,441
Leasehold improvements	312,799	18,369	(22,249)	(2,781)	306,138
	610,471	86,352	(26,483)	(78,752)	591,588
Net book value	537,141				452,809

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NOTE 12 - INTANGIBLE ASSETS

	1 January 2025	Additions	Disposals	31 December 2025
Cost:				
Development costs	6,147,542	894,442	-	7,041,984
Advanced technology	196,038	-	-	196,038
Customer relations	226,116	-	-	226,116
Non-compete agreement	42,142	-	-	42,142
Other intangible assets	232,662	24,342	-	257,004
	6,844,500	918,784	-	7,763,284
Accumulated amortization:				
Development costs	3,951,555	614,563	-	4,566,118
Advanced technology	191,505	1,359	-	192,864
Customer relations	188,916	8,558	-	197,474
Non-compete agreement	42,142	-	-	42,142
Other intangible assets	190,409	12,556	-	202,965
	4,564,527	637,036		5,201,563
Net book value	2,279,973			2,561,721

TL 894,065 of additions to development costs for the year ended 31 December 2025 (31 December 2024: TL 979,372) consists of capitalized personnel costs.

Current period depreciation and amortization expenses amounting to TL 698,369 (31 December 2024: TL 599,185) are included in research and development expenses, TL 44,696 (31 December 2024: TL 36,561) in marketing expenses, TL 14,215 (31 December 2024: TL 12,426) in general administrative expenses.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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NOTE 12 - INTANGIBLE ASSETS (cont'd)

	1 January 2024	Additions	Disposals	Classified as held for sale	31 December 2024
Cost:					
Development costs	6,937,570	983,457	-	(1,773,485)	6,147,542
Advanced technology	229,927	-	-	(33,889)	196,038
Customer relations	552,476	-	-	(326,360)	226,116
Non-compete agreement	42,142	-	-	-	42,142
Other intangible assets	310,240	22,345	-	(99,923)	232,662
	8,072,355	1,005,802	-	(2,233,657)	6,844,500
Accumulated amortization:					
Development costs	4,055,375	529,258	-	(633,078)	3,951,555
Advanced technology	217,995	6,077	-	(32,567)	191,505
Customer relations	326,236	8,558	-	(145,878)	188,916
Non-compete agreement	42,142	-	-	-	42,142
Other intangible assets	236,492	7,732	-	(53,815)	190,409
	4,878,240	551,625	-	(865,338)	4,564,527
Net book value	3,194,115				2,279,973

NOTE 13 – RIGHT-OF-USE ASSETS

	1 January 2025	Additions	Disposals	31 December 2025
Cost:				
Office rent	29,406	32,537	(9,105)	52,838
	29,406	32,537	(9,105)	52,838
Accumulated depreciation:				
Office rent	16,352	33,733	(7,697)	42,388
	16,352	33,733	(7,697)	42,388
Net book value	13,054			10,450

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NOTE 13 – RIGHT-OF-USE ASSETS (cont'd)

	1 January 2024	Additions	Disposals	Classified as held for sale	31 December 2024
Cost:					
Motor vehicles	48,600	-	(42,736)	(5,864)	-
Office rent	102,770	11,096	(9,957)	(74,503)	29,406
	151,370	11,096	(52,693)	(80,367)	29,406
Accumulated depreciation: (-)					
Motor vehicles	48,468	-	(42,602)	(5,866)	-
Office rent	56,894	10,195	(8,808)	(41,929)	16,352
	105,362	10,195	(51,410)	(47,795)	16,352
Net book value	46,008				13,054

NOTE 14 - GOODWILL

	31 December 2025	31 December 2024
Netsis	90,373	90,373
Peoplise	25,592	25,592
Other	20,675	20,675
	136,640	136,640

As of 31 December 2025 and 2024, movement of goodwill is as follows:

	2025	2024
As of 1 January	136,640	1,444,368
Classified as held for sale (Note: 27)	-	(1,307,728)
As of 31 December	136,640	136,640

Goodwill Impairment Test – Total Soft and ABS

The fair value less costs of disposal was calculated by discounting the forecasted future cash flows. In determining the recoverable amount of the cash-generating unit as of 31 December 2025, the following assumptions were used:

The goodwill impairment test was carried out based on the five-year consolidated projections of Total Soft and ABS, prepared by management for the period between 1 January 2025 and 31 December 2029. An average annual compound growth rate of 15% was used for the years 2025 to 2029.

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NOTE 14 – GOODWILL (cont'd)**Goodwill Impairment Test – Total Soft and ABS (cont'd)**

To estimate the (terminal) cash flows expected to arise in future periods, a long-term growth rate of 3%, corresponding to the long-term inflation expectation published by the National Bank of Romania, was used.

A post-tax discount rate of 17.8%, representing the weighted average cost of capital, was applied to calculate the recoverable amount of the unit.

The post-tax rate was adjusted to reflect cash outflows arising from taxes, other future tax-related cash flows, and differences between the tax bases and the carrying amounts of assets.

Based on the impairment analysis performed, no impairment loss has been identified.

The sensitivity of the goodwill allocated to Total Soft to changes in the assumptions used in the impairment test is as follows:

Long-term growth rate

Under the original assumption, the long-term growth rate was taken as 3%. If the long-term growth rate were assumed to be 4%, the recoverable amount would remain 15% above the carrying amount of the cash-generating unit including goodwill, and no impairment would be required.

Discount rate

Under the original assumption, the discount rate was taken as 17.8%. If the discount rate were assumed to be 16.8%, the recoverable amount would remain 20% above the carrying amount of the cash-generating unit including goodwill, and no impairment would be required.

NOTE 15 - COMMITMENTS AND CONTINGENT LIABILITIES**Guarantees received:**

	Original currency	31 December 2025		31 December 2024	
		Original amount	TL equivalent	Original amount	TL equivalent
Guarantee bonds	TL	245	245	321	321
		245	245	321	321

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NOTE 15 - COMMITMENTS AND CONTINGENT LIABILITIES (cont'd)

As of 31 December 2025 and 31 December 2024, guarantee/pledge/mortgage ("GPM") given by the Company on behalf of its legal entity are as follows:

GPM given by the Company:

	31 December 2025			31 December 2024		
	EUR	USD	TL	EUR (nominal)	USD (nominal)	TL
A. Total amount of GPM provided by the Company on behalf of itself	-	1,914	3,955	-	1,576	14,094
B. Total amount of GPM provided on behalf of the associates accounted under full consolidation method	-	-	-	278,521	-	-
C. Total amount of GPM provided on behalf of third parties in order to maintain operating activities (to secure third party payables)	-	-	-	-	-	-
D. Total amount of other GPM given						
(i) Total amount of GPM given on behalf of the parent Company	-	-	-	-	-	-
(ii) Total amount of GPM provided on behalf of other Group companies which are not in the scope of B and C	211,682	-	-	-	-	-
(iii) Total amount of GPM provided on behalf of third parties which are not in the scope of C	-	-	-	-	-	-
	211,682	1,914	3,955	278,521	1,576	14,094

As of 31 December 2025, the ratio of other CPMs given by the Group to the equity is 6% (31 December 2024: 0%).

NOTE 16 - EMPLOYEE BENEFITS**Short-term payables for employee benefits:**

	31 December 2025	31 December 2024
Personnel bonuses	399,841	355,199
Taxes, funds and social security payables	76,370	66,138
Due to personnel	802	4,571
	477,013	425,908

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 16 - EMPLOYEE BENEFITS (cont'd)**Long-term payables for employee benefits:**

	31 December 2025	31 December 2024
Provision for employment termination benefits	125,285	109,578
Provision for unused vacation	101,593	83,984
	226,878	193,562

For the years ended 31 December 2025 and 2024, movements of unused vacation provision are as follows:

	2025	2024
As of 1 January	83,984	108,626
Increase during the year	43,911	44,214
Effect related to asset groups classified as held for sale	-	(37,557)
Inflation effect	(26,302)	(31,299)
As of 31 December	101,593	83,984

Under the Turkish Labor Law, the Group is required to pay termination benefits to each employee who has completed one year of service and whose employment is terminated without due cause, or who is called up for military service, dies or retires after completing 25 years of service (20 years for women) and achieves the retirement age (58 for women and 60 for men). The amount payable consists of one month's salary limited to a maximum of TL 53,920 for each year of service (31 December 2024: TL 54,750). Provision for employment termination benefits is calculated based on the present value of the Group's obligation to pay in the event of retirement.

Employment termination benefit liability is not funded and there is no legal funding requirement.

TAS 19 "Employee Benefits" requires actuarial valuation methods to be developed to estimate the Group's obligation under the defined benefit plans. The following actuarial assumptions are used in the calculation of the total liability. Actuarial loss/(gain) is accounted under the "Actuarial gains/(losses) calculated within the scope of employee benefits":

	31 December 2025	31 December 2024
Discount rate (%)	4.20	3.50
Probability of voluntary leave (%)	90.02	89.23

The principal assumption is that the maximum liability for each year of service will increase in line with inflation. Thus, the discount rate applied represents the expected real rate after adjusting for the anticipated effects of future inflation. Since the Group calculates the reserve for employment termination benefits every six months the maximum amount of TL 64,948 which is effective from 1 January 2026 (1 January 2025: TL 61,068) has been taken into consideration in the calculations.

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NOTE 16 - EMPLOYEE BENEFITS (cont'd)

The movement in the provision for employment termination benefits during the years ended 31 December 2025 and 2024 were as follows.

	2025	2024
As of 1 January	109,578	145,343
Service cost	30,385	42,935
Interest cost	25,460	30,370
Actuarial loss	4,218	8,488
Compensation paid	(16,075)	(68,805)
Monetary gain	(28,281)	(48,753)
As of 31 December	125,285	109,578

NOTE 17 - PREPAID EXPENSES AND LIABILITIES FROM CONTRACTS WITH CUSTOMERS**Short-term prepaid expenses:**

	31 December 2025	31 December 2024
Prepaid expenses	101,627	79,937
	101,627	79,937

Long-term prepaid expenses:

	31 December 2025	31 December 2024
Advances given	26,293	2,082
	26,293	2,082

Current liabilities arising from customer contracts:

	31 December 2025	31 December 2024
Liabilities arising from customer contracts (*)	2,695,214	2,423,100
Advances received	18,540	15,271
	2,713,754	2,438,371

Non-current liabilities arising from customer contracts:

	31 December 2025	31 December 2024
Liabilities arising from customer contracts (*)	107,139	95,745
	107,139	95,745

(*) Contract liabilities mainly relate to LEM sales revenue, SaaS service income, subscription sales, after-sales services, customized software sales.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 17 - PREPAID EXPENSES AND LIABILITIES FROM CONTRACTS WITH CUSTOMERS (cont'd)

The details of deferred income as of 31 December 2025 and 31 December 2024 are as follows:

	31 December 2025	31 December 2024
SaaS service income	1,816,606	1,480,147
LEM sales	943,901	982,395
Revenue from continuing projects	32,028	47,774
After-sales services revenue	9,818	8,529
	2,802,353	2,518,845

NOTE 18 - EQUITY

The Company's authorized and paid-in share capital consists of 95,000,000 (31 December 2024: 95,000,000) shares with a nominal value of Kr 1 each. The shareholding structure of the Company as of 31 December 2025 and 31 December 2024 is as follows:

	31 December 2025	Share rate (%)	31 December 2024	Share rate (%)
Logo Teknoloji ve Yatırım A.Ş.	33,630	35.40	33,630	35.40
Publicly traded	61,370	64.60	61,370	64.60
	95,000	100.00	95,000	100.00
Share capital adjustment differences	1,065,651		1,065,651	
Paid-in capital	1,160,651		1,160,651	

The shares representing capital are categorized as group A and B. The privileges granted to group A shares are as follows: half of the board members will be elected from among the candidates nominated by group A shareholders and the Chairman of the Board is elected from among the board members proposed by Group A shareholders. Adjustment to share capital represents the difference between the historical amounts and the amounts adjusted according to the inflation of cash contributions to share capital.

Treasury shares

As of 31 December 2025, the Group's treasury shares recognized in equity amounts to TL 405.956 (31 December 2024: TL 405,956).

Dividend distribution

Listed companies distribute dividend in accordance with the Communiqué No. II - 19.1 issued by the CMB which is effective from 1 February 2014.

As a dividend distribution policy, as long as the ongoing regulations and its financial resources allow the Company, considering its long-term corporate strategy, investment plans and financing policies, and its profitability and cash position, and provided that it can be met from the profit in the statutory records, intends to distribute up to 55% of the distributable profit calculated in accordance with Capital Market Regulations to its shareholders; dividend distribution may be realized in cash or by capital increase through bonus shares or partly in cash and partly through bonus shares. In the event that the dividend amount is less than 5% of the paid-in capital then such amount will not be distributed and will be retained within the company.

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(Amounts expressed in TL based on the purchasing power of one thousand Turkish Liras as of 31 December 2025, unless otherwise stated.)

NOTE 18 – EQUITY (cont'd)**Dividend distribution (cont'd)**

Dividend advance payments can be made in accordance with Turkish Commercial Code and CMB regulations provided that General Assembly authorizes the Board of Directors to pay dividend advance, limited to the related year, to shareholders in accordance with the Articles of Association.

The Group aims to complete the dividend payment before the last working day of the year in which dividend distribution decision is made in the General Assembly and starts the payment latest at the end of the accounting period when the General Assembly meeting is held. The General Assembly or Board of Directors, if authorized by the General Assembly, can decide to distribute dividend in installments in line with CMB regulations.

	Inflation-adjusted amounts presented in the financial statements prepared in accordance with Law No. 6762 and other applicable legislation	Inflation-adjusted amounts presented in the financial statements prepared in accordance with TAS/IFRS	Difference recognized in retained earnings
31 December 2025			
Capital Adjustment Differences	1,070,750	1,065,651	5,099
Restricted Reserves Appropriated from Profit	370,592	336,747	33,845

NOTE 19 - EXPENSES BY NATURE

As of 31 December 2025 and 2024, expenses are disclosed by function and the details of the expenses are summarized in Note 21 and Note 22.

NOTE 20 - REVENUE AND COST OF SALES

Revenue:	1 January - 31 December 2025	1 January 31 December 2024
Sales income	2,566,551	2,785,881
SaaS service income	2,966,927	2,296,254
Service income	329,377	341,477
Sales returns	(34,029)	(44,229)
Sales discounts	(28,160)	(33,671)
Net sales income	5,800,666	5,345,712
Cost of sales (-)	(208,292)	(190,393)
Gross profit	5,592,374	5,155,319
Cost of sales:		
Cost of transfer of financial rights	153,730	132,826
Cost of trade goods sold	44,440	36,663
Service cost	10,122	20,904
Cost of sales	208,292	190,393

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NOTE 21-RESEARCH AND DEVELOPMENT EXPENSES, MARKETING EXPENSES AND GENERAL ADMINISTRATIVE EXPENSES

Research and development expenses:	1 January - 31 December 2025	1 January 31 December 2024
Personnel expenses	995,772	923,555
Depreciation and amortization	698,369	599,185
Outsourced benefits and services	96,204	93,583
Consultancy expenses	52,573	60,059
Motor vehicle expenses	25,817	30,803
Travel expenses	6,024	5,380
Other	140,772	147,936
	2,015,531	1,860,501

Marketing expenses:	1 January - 31 December 2025	1 January 31 December 2024
Advertising and sales expenses	790,506	619,490
Personnel expenses	697,011	604,046
Outsourced benefits and services	81,713	40,289
Depreciation and amortization	44,696	36,561
Motor vehicle expenses	25,693	27,393
Consultancy expenses	14,675	10,501
Travel expenses	6,157	5,980
Other	49,259	33,041
	1,709,710	1,377,301

General administrative expenses:	1 January - 31 December 2025	1 January 31 December 2024
Personnel expenses	481,323	454,706
Consultancy expenses	66,723	59,930
Motor vehicle expenses	22,896	17,444
Depreciation and amortization	14,215	12,426
Outsourced benefits and services	9,332	7,302
Travel expenses	1,488	2,169
Other	18,243	18,547
	614,220	572,524

NOTE 22 - OTHER OPERATING INCOME AND EXPENSES

Other operating income:	1 January - 31 December 2025	1 January 31 December 2024
Rediscount income	31,023	48,026
Foreign exchange income (*)	8,370	19,642
Commission income	7,966	2,802
Other	9,992	14,419
	57,351	84,889

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NOTE 22 - OTHER OPERATING INCOME AND EXPENSES (cont'd)

	1 January - 31 December 2025	1 January 31 December 2024
Other operating expenses:		
Rediscount expenses	31,489	151,050
Foreign exchange losses (*)	10,199	10,882
Provision expenses	2,409	3,611
Other	33,938	23,380
	78,035	188,923

(*) Arising from the foreign exchange differences of trade receivables and payables.

NOTE 23 – INCOME and EXPENSES FROM INVESTING ACTIVITIES

	1 January - 31 December 2025	1 January 31 December 2024
Sale of subsidiary shares	776,329	-
Gain on sale of securities	133,064	182,226
	909,393	182,226
	1 January - 31 December 2025	1 January 31 December 2024
Other investment expenses	-	(6,736)
	-	(6,736)

NOTE 24 - FINANCE INCOME

	1 January - 31 December 2025	1 January 31 December 2024
Foreign exchange gains	15,692	204,962
Interest income	3,021	13,499
Dividend income	338	-
	19,051	218,461

NOTE 25 - FINANCE EXPENSES

	1 January - 31 December 2025	1 January 31 December 2024
Interest expenses (*)	214,954	435,370
Interest cost of employment termination benefits	25,460	30,370
Credit card commissions	10,852	7,652
Interest expense from leases	10,775	5,026
Exchange rate differences	2,614	16,572
Other financial expenses	13,310	1,483
	277,965	496,473

(*) Interest expense amounting to TL 214,954 (2024: TL 435,370) consists of bank charges arising from early collection of credit card receivables.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 26 - DISCLOSURES RELATED TO NET MONETARY POSITION GAINS/ (LOSSES)

Non-Monetary Items	31 December 2025	31 December 2024
Financial statement items	(323,933)	(788,223)
Inventories	255	-
Prepaid expenses	48,528	44,773
Assets classified as held for sale	31,011	-
Financial investments, associates	24,216	31,539
Property, plant, and equipment	110,569	159,227
Right-of-use assets	4,446	868
Intangible assets	612,206	676,255
Goodwill	32,249	41,999
Deferred tax assets	19,888	15,389
Liabilities arising from customer contracts	(864,530)	(944,664)
Paid-in capital	(257,798)	(302,475)
Capital adjustment differences	(16,131)	(21,008)
Foreign currency translation differences	272,373	-
Restricted reserves appropriated from capital	(79,477)	(103,508)
Reserves related to treasury shares	(95,811)	-
Treasury shares	95,811	-
Put option valuation fund related to non-controlling interests	165,634	43,793
Gains arising from investments in equity-based financial instruments	(116,234)	(104,794)
Accumulated other comprehensive income and expenses that will not be reclassified to profit or loss	16,980	19,550
Prior years' profit	(328,118)	(345,167)
Profit and loss statement items	347	144,806
Revenue	(136,752)	(176,393)
Cost of sales	15,248	17,621
Research and development expenses	101,726	126,099
Marketing expenses	121,717	127,555
General and administrative expenses	40,922	49,802
Other income/expenses from operating activities	(9,572)	(3,110)
Other income/expenses from investing activities	(171,285)	(25,414)
Share of profits/losses in investments valued using the equity method	14,474	3,067
Financing income/expenses	23,869	25,579
Net monetary position gains (losses)	(323,586)	(643,417)

NOTE 27 - ASSETS HELD FOR SALE AND DISCONTINUED OPERATIONS**a) Non-current Assets Held for Sale:**

In accordance with the agreement signed with Avramos Holding, the 20% shareholder of the Group's subsidiary Total Soft, within the framework of the management buy-out offer for the purchase of a part of Total Soft's share capital, Avramos Holding will increase its shareholding in Total Soft in two stages: from 20% to 30% in 2025 and from 30% to 85% by the end of 2027, by making a total payment of EUR 15.1 thousand to the Group until the end of 2027.

The Company has left the board of directors of Total Soft as of 1 February 2025. On 29 December 2025, an amount of TL 110,780 was collected as consideration for the sale of a 10% equity interest and the remaining 70% is accounted for using the equity method.

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NOTE 27 - ASSETS HELD FOR SALE AND DISCONTINUED OPERATIONS (cont'd)**a) Non-current Assets Held for Sale (cont'd):**

As of the end of 2027, Logo has a put option for the 15% Total Soft share that will remain in Logo as of 2030.

	31 December 2024
Cash and cash equivalents	480,449
Trade receivables	367,710
Inventories	429
Prepaid expenses	14,113
Other current assets	60,885
Financial investments	7
Property, plant and equipment	16,766
Right-of-use assets	13,940
Intangible assets	2,122,893
Other non-current assets	17,949
Short-term borrowings	(12,202)
Short-term portion of long-term borrowings	(131,069)
Trade payables	(82,584)
Employee benefit payables	(158,850)
Other payables	(358,814)
Liabilities arising from customer contracts	(126,662)
Current tax liability	(5,961)
Other current liabilities	(17,509)
Long-term borrowings	(329,057)
Long-term provisions	(31,599)
Deferred tax liability	(58,305)
Net assets	1,782,529

b) Discontinued Operations:

The details of the profit from discontinued operations for the year ended 31 December 2024 for the associate to be recognized by the equity method in accordance with the agreement made with Avramos Holding within the framework of the management buy out offer are given below:

	31 December 2024
Revenue	1,776,505
Cost of sales (-)	(1,058,935)
General administrative expenses (-)	(261,495)
Marketing expenses (-)	(67,975)
Research and development expenses (-)	(250,282)
Other operating income	8,335
Other operating expenses (-)	(8,647)
Finance income	4,737
Finance expenses (-)	(39,175)
Current tax expense (-)	(15,176)
Deferred tax income/(expense)	(12,046)
Net profit/(loss) from discontinued operations	75.846

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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NOTE 28 - TAX ASSETS AND LIABILITIES

	31 December 2025	31 December 2024
Deferred tax income/(expense)	(4,765)	1,005
Tax expense/(expense) for the period	(4,765)	1,005

Deferred taxes

The Group recognizes deferred tax assets and liabilities based upon the temporary differences between financial statements as reported in accordance with TFRS and its tax base of statutory financial statements. These differences usually result in the recognition of revenue and expense items in different periods for TFRS and statutory tax purposes.

Turkish Tax Legislation does not permit a parent company to file a consolidated tax return. Therefore, tax assets and liabilities, as reflected in the consolidated financial statements, have been calculated on a separate-entity basis.

Tax rate used in the calculation of deferred tax assets and liabilities is %25.

The composition of cumulative temporary differences and the related deferred income tax assets and liabilities in respect of items for which deferred tax has been provided of 31 December 2025 and 31 December 2024 using the enacted tax rates, is as follows:

	Total temporary differences		Deferred tax assets/(liabilities)	
	31 December 2025	31 December 2024	31 December 2025	31 December 2024
Deferred tax assets:				
Expense provisions	224,100	217,457	56,025	54,365
Provision for employment termination benefits	83,390	81,271	20,848	20,317
Deferred income	41,847	56,303	10,462	14,076
Deferred tax on valuation of other financial assets	-	3,444	-	861
Vacation provision	37,992	33,577	9,498	8,394
Finance income unaccrued	125,283	148,365	31,321	37,091
Provision for doubtful receivables	3,505	2,452	876	613
	516,117	542,869	129,030	135,717
Deferred tax liabilities:				
Difference between the tax base and carrying value of property, plant and equipment and intangible assets	(59,928)	(54,826)	(14,982)	(13,707)
Deferred tax from valuation of other financial assets	(117,996)	(110,044)	(14,750)	(13,755)
Inventories	(255)	-	(64)	-
Prepaid expenses	(10,056)	(4,833)	(2,514)	(1,208)
Gains from investments in equity-based financial instruments	(88,567)	(91,965)	(22,142)	(22,991)
	(276,802)	(261,668)	(54,452)	(51,661)
Deferred income tax assets/(liabilities), net			74,578	84,056

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NOTE 28 - TAX ASSETS AND LIABILITIES (cont'd)**Deferred taxes (cont'd)**

The analysis of deferred tax assets and liabilities are as follows:

Deferred tax assets	1 January - 31 December 2025	1 January - 31 December 2024
To be recovered less than 12 months	98,684	107,006
To be recovered more than 12 months	30,346	28,711
	129,030	135,717
Deferred tax liabilities		
To be recovered less than 12 months	(2,578)	(1,208)
To be recovered more than 12 months	(51,874)	(50,453)
	(54,452)	(51,661)
Deferred tax assets/(liabilities), net	74,578	84,056

Movement of deferred taxes asset/(liabilities) for the periods is as follows:

	2025	2024
1 January	84,056	50,065
Charged to statements of profit or loss	(4,765)	1,005
Charged to other comprehensive income	(4,713)	(6,490)
Effect on asset groups classified as held for sale	-	39,476
31 December	74,578	84,056

Corporate Tax

Turkish tax legislation does not permit a parent company and its subsidiaries to file a consolidated tax return. Therefore, provisions for taxes, as reflected in these consolidated financial statements, have been calculated on a separate-entity basis.

Turkish Corporate Tax Law has been amended by Law No. 5520 dated 13 June 2006. Most of the articles of this new Law No. 5520 have come into force effective from 1 January 2006. Accordingly, the corporate tax rate for the 2025 interim period is 25% (31 December 2024: 25%).

With the amendment made to the Corporate Tax Law on 15 July 2023, the 50% securities sales income exemption was abolished. However, this exemption will continue to be applied as 25% for immovable properties purchased before the amendment date of the law.

Corporation tax rate is applicable on the total income of the companies after adjusting for certain disallowable expenses, income tax exemptions (participation exemption etc.) and income tax deductions (for example research and development expenses deduction). No further tax is payable unless the profit is distributed.

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NOTE 28 - TAX ASSETS AND LIABILITIES (cont'd)**Corporate Tax (cont'd)**

Dividends paid to non-resident corporations, which have a place of business in Türkiye, or resident corporations are not subject to withholding tax. Otherwise, dividends paid are subject to withholding tax at the rate of 15%. An increase in capital via issuing bonus shares is not considered as a profit distribution and thus does not incur withholding tax.

Corporations are required to pay advance corporation tax quarterly at the rate of 25% on their corporate income. Advance tax is payable by the 17th of the second month following each calendar. Advance tax paid by corporations is credited against the annual corporation tax liability. The balance of the advance tax paid may be refunded or used to set off against other liabilities to the government.

In Türkiye, there is no procedure for a final and definitive agreement on tax assessments. Companies file their tax returns within the 30th of the fourth month following the close of the financial year to which they relate.

Tax returns are open for 5 years from the beginning of the year that follows the date of filing during which time the tax authorities have the right to audit tax returns, and the related accounting records on which they are based, and may issue re-assessments based on their findings.

Under the Turkish taxation system, tax losses can be carried forward to offset against future taxable income for up to 5 years. Tax losses cannot be carried back to offset profits from previous periods.

There are many exemptions in Corporate Tax Law regarding corporations. Those related to the Group are explained below:

In accordance with Tax Law No: 5035 item 44, that amends 'Technology Development Regions Law' No: 4691, corporate and income taxpayers operating in technology development regions are exempt from corporate and income tax until 31 December 2028 exclusively for their profit from software and R&D activities in this region.

The investment allowance, which has been applied for many years and calculated as 40% of property plant and equipment acquisitions exceeding a certain amount, was annulled with the Law No, 5479 dated 30 March 2006. However, in accordance with the temporary Law No, 69 added to the Income Tax Law, corporate and income taxpayers can offset the investment allowance amounts present as of 31 December 2005, which could not be offset against taxable income in 2005 and:

- In accordance with the investment certificates prepared for applications made before 24 April 2003 investments to be made after 1 January 2006 in the scope of the certificate regarding the investments that began in the scope of additional articles 1, 2, 3, 4, 5 and 6 of Income Tax Law No: 193 before it was repealed with the Law No: 4842 dated 9 April 2003 and,
- Investment allowance amounts to be calculated in accordance with legislation effective at 31 December 2005 related to investments which exhibit a technical and economic and integrity and which were started prior to 1 January 2006 in the scope of Income Tax Law 193 repealed 19th article, only against the income related to the years 2006, 2007 and 2008, in accordance with the legislation at 31 December 2005 (including provisions related to tax rates).

The Constitutional Court abolished the provisions of Temporary Article 69 of the Income Tax Law regarding the time limitation to the investment allowance in its meeting held on 15 October 2009 and published the minutes of the relevant meeting on its website in October 2009. The decision of the Constitutional Court on the cancellation of the time limitation for investment allowance for the years 2006, 2007 and 2008 came into force with its promulgation in the Official Gazette, dated 8 January 2010, and thereby the time limitation regarding investment allowance was removed.

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NOTE 28 - TAX ASSETS AND LIABILITIES (cont'd)**Corporate Tax (cont'd)**

Within the scope of the temporary article added to the Tax Procedure Law (“TPL”) with the Omnibus Law numbered 7571 published in the Official Gazette dated 24 December 2025, it is ruled that PPI-based inflation adjustment will not be applied in the 2025, 2026 and 2027 accounting periods, even if the conditions are met. Accordingly, no inflation adjustment has been applied to the TPL financial statements to be taken as basis for corporate tax returns for the aforementioned periods.

NOTE 29 – EARNINGS PER SHARE

The earnings per thousand shares with nominal value of Kr 1 amounted to TL 16,00 for the year ended 31 December 2025 (31 December 2024: TL 4,90).

	1 January - 31 December 2025	1 January – 31 December 2024
Net profit for the period attributable to equity holders of the parent	1,500,717	460,563
Average number of shares outstanding during the year	9,379,900	9,399,382
Earnings/(loss) per share	16.00	4.90

	1 January - 31 December 2025	1 January – 31 December 2024
Parent's share of continuing operations	1,500,717	399,886
Average number of shares outstanding during the year	9,379,900	9,399,382
Earnings per share from continuing operations/ (Full TL)	16.00	4.25

	1 January - 31 December 2025	1 January – 31 December 2024
Parent's share of discontinued operations	-	60,677
Average number of shares outstanding during the year	-	9,399,382
Earnings/(loss) per share from discontinued operations (Full TL)	-	0.65

NOTE 30 – RELATED PARTY DISCLOSURES**a) Receivables from related parties as of 31 December 2025 and 2024:**

Trade receivables from related parties:	31 December 2025	31 December 2024
Logo Infosoft	-	2,020
	-	2,020

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NOTE 30 – RELATED PARTY DISCLOSURES (cont'd)**b) Sales to related parties, services given to related parties and financial income from related parties during the periods ended 31 December 2025 and 2024:**

Services given to related parties	1 January - 31 December 2025	1 January 31 December 2024
Berqnet Siber Güvenlik Teknolojileri A.Ş.	7,302	11,838
Logo Teknoloji ve Yatırım A.Ş.	322	259
Tekbulut Teknoloji	8	281
	7,632	12,378

c) Services purchased from related parties and other transactions with related parties during the periods ended 31 December 2025 and 2024:

Services purchased from related parties	1 January - 31 December 2025	1 January 31 December 2024
Logo Teknoloji ve Yatırım A.Ş.	4	649
Logo Infosoft	-	268
	4	917

d) Payments to key management:

	1 January - 31 December 2025	1 January 31 December 2024
Salaries and bonuses paid to key management	317,254	326,518
	317,254	326,518

NOTE 31 - NATURE AND LEVEL OF RISKS ARISING FROM FINANCIAL INSTRUMENTS**31.1 Financial risk management****Credit risk**

Ownership of financial assets involves the risk that counterparties may be unable to meet the terms of their agreements. These risks are managed by limiting aggregate risk from any individual counterparty (excluding related parties) and obtaining sufficient collateral, where necessary.

Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities, the availability of funding through an adequate amount of committed credit facilities and the ability to close out market positions. Due to the dynamic nature of the underlying business the Company aims at maintaining flexibility in funding by keeping committed credit lines available. The Company management monitors the liquidity reserve movements according to the estimated cash flows. The Company management holds adequate cash and credit commitment that will meet the need cash for recent future in order to manage its liquidity risk. In this context, the Company has credit limit from banks amounting to over TL 100,000 that can be utilized whenever needed.

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NOTE 31 - NATURE AND LEVEL OF RISKS ARISING FROM FINANCIAL INSTRUMENTS (cont'd)**31.1 Financial risk management (cont'd)**

Non-derivative financial instruments	31 December 2025					
	Carrying value	Total contractual cash outflow (I+II+III+IV)	Up to 3 months (I)	Between 3-12 months (II)	Between 1-5 years (III)	More than 5 years (IV)
Borrowings	14,300	14,300	5,798	1,380	110	7,012
Trade payables						
- Trade payables to third parties	426,614	426,614	426,614	-	-	-
Payables related to employee benefits	477,013	477,013	477,013	-	-	-
Other payables						
- Other payables to third parties	620,691	620,691	265,272	-	355,419	-
Total liabilities	1,538,618	1,538,618	1,174,697	1,380	355,529	7,012

Non-derivative financial instruments	31 December 2024					
	Carrying value	Total contractual cash outflow (I+II+III+IV)	Up to 3 months (I)	Between 3-12 months (II)	Between 1-5 years (III)	More than 5 years (IV)
Borrowings	15,028	15,028	4,914	3,131	1,232	5,751
Trade payables						
- Trade payables to third parties	338,355	338,355	338,355	-	-	-
Payables related to employee benefits	425,908	425,908	425,908	-	-	-
Other payables						
- Other payables to third parties	878,332	878,332	282,403	84,534	511,395	-
Total liabilities	1,657,623	1,657,623	1,051,580	87,665	512,627	5,751

Interest rate risk

The Group management uses its interest-bearing assets in short-term investment instruments within the framework of the principle of managing with natural precautions by balancing the maturities of interest-sensitive assets and liabilities.

The Group's interest rate sensitive financial instruments are as follows:

	31 December 2025	31 December 2024
Financial instruments with fixed interest rate		
Financial assets		
- Financial assets at amortized cost	137,284	7,210
- Financial assets with fair value reflected to other comprehensive income	-	296,227
Financial liabilities	14,300	15,028
Put option valuation fund for non-controlling interests	355,419	595,124
- Share sale liability	355,419	595,124

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NOTE 31 - NATURE AND LEVEL OF RISKS ARISING FROM FINANCIAL INSTRUMENTS (cont'd)**31.1 Financial risk management (cont'd)**

	31 December 2025	31 December 2024
Financial instruments with floating interest rate		
Financial assets		
- Financial assets with fair value reflected to profit/loss	485,329	248,034

Financial assets designated as fair value through profit or loss consists of fixed and floating interest rate bank deposits denominated in TL and foreign currencies which maturities less than three months and liquid funds. Since the interest expense of the floating rate loans during the year is not significant, sensitivity analysis of interest rate change has not been presented.

Funding risk

The risk of funding existing and potential debt liabilities is managed by holding liquid funds that can meet existing and potential debt liabilities, and by providing adequate funding commitments from lenders with high funding opportunities.

Foreign currency risk

The Group is exposed to foreign exchange risk arising from the ownership of foreign currency denominated assets and liabilities with sales or purchase commitments. The policy of the Group is to compare every foreign currency type for the probable sales or purchases in the future. Foreign exchange rates used to translate the Group's assets and liabilities denominated in foreign currencies into TL at 31 December 2025 and 2024 are as follows:

	31 December 2025	31 December 2024
Assets		
USD	42.8457	35.2803
EUR	50.2859	36.7362
Liabilities		
USD	42.9229	35.3438
EUR	50.3765	36.8024

The Group is mainly exposed to foreign currency risk in USD and EUR.

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NOTE 31 - NATURE AND LEVEL OF RISKS ARISING FROM FINANCIAL INSTRUMENTS (cont'd)

		Foreign Currency Position as of 31 December 2025			
		TL equivalent	USD	EUR	Other
1.	Trade receivables	30,868	720	-	-
2a.	Monetary financial assets (cash and banks accounts included)	286,654	3,555	2,671	22
2b.	Non-monetary financial assets	-	-	-	-
3.	Other	-	-	-	-
4.	Current assets (1+2+3)	317,522	4,275	2,671	22
5.	Trade receivables	-	-	-	-
6a.	Monetary financial assets	-	-	-	-
6b.	Non-monetary financial assets	-	-	-	-
7.	Other	-	-	-	-
8.	Non-current assets (5+6+7)	-	-	-	-
9.	Total assets (4+8)	317,522	4,275	2,671	22
10.	Trade payables	(26,503)	(602)	(13)	-
11.	Financial liabilities	-	-	-	-
12a.	Other monetary liabilities	-	-	-	-
12b.	Other non-monetary liabilities	-	-	-	-
13.	Current liabilities (10+11+12)	(26,503)	(602)	(13)	-
14.	Trade payables	-	-	-	-
15.	Financial liabilities	-	-	-	-
16a.	Other monetary liabilities	-	-	-	-
16b.	Other non-monetary liabilities	-	-	-	-
17.	Non-current liabilities (14+15+16)	-	-	-	-
18.	Total liabilities (13+17)	(26,503)	(602)	(13)	-
19.	Net asset/liability position of off-balance sheet derivative financial instruments (19a-19b)	-	-	-	-
19a.	Off-balance sheet foreign currency Derivative financial assets	-	-	-	-
19b.	Off-balance sheet foreign currency derivative financial liabilities	-	-	-	-
20.	Net foreign assets/(liability) position (9-18+19)	291,019	3,673	2,658	22
21.	Net foreign currency asset/(liability) position of monetary items (=1+2a+3+5+6a -10-11-12a-14-15-16a)	291,019	3,673	2,658	22
22.	Fair value of derivative instruments used in foreign currency hedge	-	-	-	-
23.	Export	55,078	1,285	-	-
24.	Import	-	-	-	-

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NOTE 31 - NATURE AND LEVEL OF RISKS ARISING FROM FINANCIAL INSTRUMENTS (cont'd)

		Foreign Currency Position as of 31 December 2024			
		TL equivalent	USD	EUR	Other
1.	Trade receivables	40,507	869	7	-
2a.	Monetary financial assets (cash and banks accounts included)	135,379	2,874	55	17
2b.	Non-monetary financial assets	-	-	-	-
3.	Other	-	-	-	-
4.	Current assets (1+2+3)	175,886	3,743	62	17
5.	Trade receivables	-	-	-	-
6a.	Monetary financial assets	178,997	3,876	-	-
6b.	Non-monetary financial assets	-	-	-	-
7.	Other	-	-	-	-
8.	Non-current assets (5+6+7)	178,997	3,876	-	-
9.	Total assets (4+8)	354,883	7,619	62	17
10.	Trade payables	(11,155)	(232)	(9)	-
11.	Financial liabilities	-	-	-	-
12a.	Other monetary liabilities	-	-	-	-
12b.	Other non-monetary liabilities	-	-	-	-
13.	Current liabilities (10+11+12)	(11,155)	(232)	(9)	-
14.	Trade payables	-	-	-	-
15.	Financial liabilities	-	-	-	-
16a.	Other monetary liabilities	-	-	-	-
16b.	Other non-monetary liabilities	-	-	-	-
17.	Non-current liabilities (14+15+16)	-	-	-	-
18.	Total liabilities (13+17)	(11,155)	(232)	(9)	-
19.	Net asset/liability position of off-balance sheet derivative financial instruments (19a-19b)	-	-	-	-
19a.	Off-balance sheet foreign currency Derivative financial assets	-	-	-	-
19b.	Off-balance sheet foreign currency derivative financial liabilities	-	-	-	-
20.	Net foreign assets/(liability) position (9-18+19)	343,728	7,387	53	17
21.	Net foreign currency asset/(liability) position of monetary items (=1+2a+3+5+6a -10-11-12a-14-15-16a)	343,728	7,387	53	17
22.	Fair value of derivative instruments used in foreign currency hedge	-	-	-	-
23.	Export	73,547	1,450	-	-
24.	Import	-	-	-	-

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NOTE 31 - NATURE AND LEVEL OF RISKS ARISING FROM FINANCIAL INSTRUMENTS (cont'd)

The following table shows the TL equivalents of Group's sensitivity to a 10% change in USD and EUR 10% is the sensitivity rate used when reporting foreign currency risk internally to key management personnel and represents management's assessment of the possible change in foreign exchange rates. The sensitivity analysis includes only outstanding foreign currency denominated monetary items at the end of the period and presents effect of 10% change in foreign currency rates. The positive amount indicates increase in profit/loss before tax or equity.

Foreign currency sensitivity

	31 December 2025			
	Profit/(Loss)		Equity	
	Foreign currency appreciation	Foreign currency depreciation	Foreign currency appreciation	Foreign currency depreciation
Change of USD against TL by 10%				
1- USD net assets/liabilities	15,739	(15,739)	-	-
2- Hedged portion from USD risks (-)	-	-	-	-
3- USD net effect (1+2)	15,739	(15,739)	-	-
Change of EUR against TL by 10%				
4- EUR net assets/liabilities	13,366	(13,366)	-	-
5- Hedged portion from EUR risks (-)	-	-	-	-
6- EUR net effect (4+5)	13,366	(13,366)	-	-

	31 December 2024			
	Profit/(Loss)		Equity	
	Foreign currency appreciation	Foreign currency depreciation	Foreign currency appreciation	Foreign currency depreciation
Change of USD against TL by 10%				
1- USD net assets/liabilities	34,114	(34,114)	-	-
2- Hedged portion from USD risks (-)	-	-	-	-
3- USD net effect (1+2)	34,114	(34,114)	-	-
Change of EUR against TL by 10%				
4- EUR net assets/liabilities	259	(259)	-	-
5- Hedged portion from EUR risks (-)	-	-	-	-
6- EUR net effect (4+5)	259	(259)	-	-

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NOTE 31 - NATURE AND LEVEL OF RISKS ARISING FROM FINANCIAL INSTRUMENTS (cont'd)**Capital risk management**

The Group's objectives when managing capital are to safeguard the Group's ability to continue as a going concern in order to provide returns for shareholders and benefits for other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

In order to maintain or adjust the capital structure, the Group may pay out dividends, return capital to shareholders, issue new shares or sell assets to reduce debt.

Consistent with others in the industry, the Group monitors capital on the basis of the gearing ratio. This ratio is calculated as net debt divided by total capital. Net debt is calculated as total borrowings (including borrowings, accounts payable and due to related parties, as shown in the consolidated statement of financial position) less cash and cash equivalents. Total capital is calculated as equity, as shown in the consolidated statement of financial position, plus net debt.

	31 December 2025	31 December 2024
Total payables	14,300	15,028
Less: Cash and cash equivalents (*)	(1,382,587)	(748,488)
Net debt	(1,368,287)	(733,460)
Total equity	3,735,786	3,441,695
Total capital	2,367,499	2,708,235
Debt/equity ratio	(58%)	(27%)

(*) Cash and cash equivalents, deposits with a maturity of more than 3 months, stocks and private sector bonds included in short-term financial investments are included in liquid assets.

Fair value is the amount at which financial instruments could be exchanged in a current transaction between willing parties, other than in a forced sale or liquidation, and is best evidenced by a quoted market price, if one exists.

The estimated fair values of financial instruments have been determined by the Company, using available market information and appropriate valuation methodologies. However, judgement is necessarily required to interpret market data to estimate the fair value. Accordingly, the estimates presented herein are not necessarily indicative of the amounts the Group could realize in a current market exchange.

The following methods and assumptions were used to estimate the fair value of the financial instruments for which it is practicable to estimate fair value.

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NOTE 33 - DISCLOSURES ON THE STATEMENT OF CASH FLOWS

	Bank loans and credit cards	Leases	Total
1 January 2025	3,758	11,270	15,028
Cash inflows	909	-	909
Increase in lease liabilities (TFRS 16)	-	32,537	32,537
Cash outflows from lease liabilities (TFRS 16)	-	(34,174)	(34,174)
31 December 2025	4,667	9,633	14,300
Cash and cash equivalents (-)			(1,214,676)
Net debt			(1,200,376)

	Bank loans and credit cards	Leases	Total
1 January 2024	593,107	67,370	660,477
Cash inflows	11,096	-	11,096
Cash outflows	(578,079)	-	(578,079)
Foreign currency translation difference	(22,366)	(17,559)	(39,925)
Increase in lease liabilities (TFRS 16)	-	11,096	11,096
Cash outflows from lease liabilities (TFRS 16)	-	(49,637)	(49,637)
31 December 2024	3,758	11,270	15,028
Cash and cash equivalents (-)			(580,908)
Net debt			(565,880)

NOTE 34 - FEES FOR SERVICES RECEIVED FROM INDEPENDENT AUDIT FIRMS

The fees related to the services received by the Group from the Independent Audit Firm ("IAF") for the periods 1 January – 31 December 2025 and 1 January – 31 December 2024 are as follows:

	2025	2024
Independent audit fee for the reporting period	6,032	9,291
Fees for tax consultancy services	-	-
Other assurance services	-	-
Fees for other non-audit services	-	-
	6,032	9,291

NOTE 35 - EVENTS AFTER THE REPORTING PERIOD

None.

LOGO YAZILIM SANAYİ VE TİCARET A.Ş.**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025**

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NOTE 32 - FINANCIAL INSTRUMENTS (cont'd)**Classes and categories of financial instruments and their fair values (cont'd)**

31 December 2024

	Financial assets at amortized cost	FVTPL	FVTOCI	Financial liabilities at amortized cost	Carrying value	Note
Financial assets						
Cash and cash equivalents	580,908	-	-	-	580,908	4
Financial assets	-	50,062	-	-	1,134,882	5
Trade receivables	1,573,275	-	-	-	1,573,275	8
Receivables from related parties	2,020	-	-	-	2,020	30
Financial liabilities						
Borrowings	-	-	-	15,028	15,028	7
Other payables	-	-	-	283,208	283,208	9
Employee benefit payables	-	-	-	425,908	425,908	16
Put option liability	-	-	-	595,124	595,124	9
Trade payables	-	-	-	338,355	338,355	8



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Corporate memberships

Informatics Industrialists Association (TÜBİSAD)

Association of Listed Companies' Executives (KOTEDER)

Bütün Çocuklar Bizim Association (All Children Are Ours Association)

Foreign Economic Relations Board (DEİK)

Integrated Reporting Network

Ethics and Reputation Society (TEİD)

Financial Innovation and Technology Association (FINTR)

Service Exporters Association (HİB)

İstanbul Chamber of Commerce

İzmir Chamber of Commerce

Kocaeli Chamber of Industry

Corporate Communicators Association

Küresel İlkeler Sözleşmesi İmzacıları Derneği (Global Compact Signatories Association)

UN Global Compact

PERYÖN

Sales Network

Sustainable Business Network

TEGEP Education and Development Platform Association

Women in Technology Association

TOBB Türkiye Software Assembly

Informatics Association of Türkiye

Turkish Informatics Foundation

Corporate Governance Association of Türkiye (TKYD)

Turkish Foundation for Small and Medium Business (TOSYÖV)

Investor Relations Association (TÜYİD)

Software Industrialists Association (YASAD)

Management systems

Logo Yazılım implements an integrated management system in line with the requirements of ten internationally recognized management system standards, with the aim of delivering products and services that meet applicable legal requirements while taking into account stakeholder expectations and needs. In this context, all activities are assessed through a risk-based perspective and managed in accordance with the principle of continuous improvement.

Within the scope of the Integrated Management System (IMS), Logo Yazılım has defined and implemented policies, processes, and methods that ensure compliance with the requirements of the relevant standards, whose core policies are outlined below.

Compliance with each management system standard is verified through annual audits conducted by independent certification bodies.

ISO 27001 Information Security Management System

At Logo Yazılım, information security is regarded as one of our highest priorities. Within the scope of the ISO 27001 Information Security Management System, we remain committed to protecting the critical information assets of our customers, business partners, and all stakeholders.

Accordingly,

- Our **Information Security Policy** aims to ensure the confidentiality, integrity, and availability of data.
- A robust infrastructure has been established based on the ISO 27001 standard and international best practices, supported by a continuous improvement approach.
- **Proactive measures** are taken against potential cyberattacks, data breaches, and security vulnerabilities, with regular risk assessments conducted.
- **Periodic training programs** are delivered to enhance employees' information security awareness and to sustain a strong security culture.
- Information security processes are reviewed on a regular basis, and the necessary technical and administrative controls are implemented to address evolving threats.

Through these efforts, Logo Yazılım aims to enhance customer satisfaction, build long-term trust-based relationships with its business partners, and strengthen its corporate reputation.

ISO 9001 Quality Management System

Within the scope of the ISO 9001 Quality Management System, Logo Yazılım aims to accurately understand customer needs and expectations, deliver products and services that create value, and continuously improve the effectiveness of its processes. Accordingly,

- **Customer Satisfaction and Continuous Improvement:** Strategies, policies, and processes are established to enhance customer satisfaction and build long-term business relationships. Customer feedback is proactively collected, analyzed, and integrated into product and service development processes.
- **Standardized Processes and Risk Management:** Processes are standardized to increase operational consistency and efficiency. Through a risk-based approach, potential issues are identified in advance, and preventive measures are implemented, helping to avoid operational disruptions.
- **Opportunity Assessment:** Opportunities are identified and evaluated based on feedback from relevant stakeholders, while risks and opportunities are managed effectively to support sustainable growth and maintain competitive advantage.
- **Regulatory Compliance and Proactive Measures:** Operations are managed in compliance with applicable legal requirements, and proactive measures are taken by anticipating potential constraints.
- **Employee Engagement and Motivation:** Clear definition of roles and responsibilities strengthens employee engagement and motivation, ensuring effective participation in processes.
- **Resource Efficiency and an Innovative Approach:** Resources are utilized efficiently under a continuous improvement mindset, reducing errors and lowering costs. Innovative approaches enable rapid adaptation to sector developments and an effective response to changing market conditions.

Through these efforts, Logo Yazılım enhances the value delivered to its customers and sustainably strengthens its brand and corporate reputation.



ISO 22301

Business Continuity Management System

Logo Yazılım aims, within the scope of the ISO 22301 Business Continuity Management System, to ensure preparedness for unexpected events (such as disasters, emergencies, or operational disruptions), and to maintain the uninterrupted continuity of critical business processes. Accordingly,

- **Life Safety and Service Continuity:** The safety of employees and visitors at Company offices is prioritized, while the expectations of customers and investors are met without interruption.
- **Risk Analysis and Preventive Measures:** Business impact analyses are conducted to minimize potential losses arising from disruptions; critical services are prioritized, and minimum resource requirements are defined.
- **Business Recovery Strategies:** Solutions to ensure business continuity are developed, business recovery strategies are implemented, and necessary actions are taken to prevent data loss.
- **Communication and Transparency:** An effective post-incident communication process is maintained to ensure reliable and transparent information sharing with relevant stakeholders, with the aim of preventing potential financial losses and safeguarding the Company's reputation.
- **Drills and Continuous Improvement:** The effectiveness of business continuity plans is tested through periodic drills, and the currency of business impact analyses is reviewed. In this way, system requirements are continuously improved and implemented.

Through these efforts, Logo Yazılım commits to being prepared for all types of disruptions, safeguarding operational continuity, and maintaining stakeholder confidence.

ISO 10002

Customer Satisfaction Management System

Logo Yazılım is committed, within the scope of the ISO 10002 Customer Satisfaction Management System, to accurately understanding customer expectations, delivering value-added services, and managing customer complaints effectively. Accordingly,

- **Professional and Timely Resolution:** Customer complaints are addressed promptly, fairly, and reliably in line with defined service levels. Resolution processes

are managed in a transparent and traceable manner.

- **Systematic Approach and Continuous Improvement:** Customer feedback is collected and analyzed on a regular basis and is treated as an opportunity to enhance service quality. These activities are carried out in accordance with a continuous improvement approach.
- **Customer Experience and Loyalty:** Proposed solutions aim not only to resolve issues but also to improve the overall customer experience and foster long-term loyalty.
- **Transparency and Accessibility:** Complaint management processes are kept open and accessible, with communication channels that enable customers to submit their requests easily.
- **Information Security:** Customer information is protected in accordance with the Information Security Policy, and confidentiality is maintained throughout the process.

This approach strengthens Logo Yazılım's brand reputation and reinforces its competitive position in the sector.

Customer Satisfaction Principles

- Being open and responsive to customer requests and negative feedback;
- Addressing all customer communications in a transparent, timely, and confidence-building manner;
- Reviewing complaints with due care, fairness, and impartiality, and providing appropriate solutions or alternatives;
- Establishing effective communication channels with relevant stakeholders and ensuring a consistent flow of information;
- Delivering fast and accurate resolutions through training programs for business partners;
- Measuring satisfaction with products and services to understand customer expectations and develop appropriate solutions;
- Implementing improvements to products, services, and processes based on customer feedback;
- Conducting regular reviews and improvement activities to prevent the recurrence of dissatisfaction;
- Protecting customer information in accordance with the Information Security Policy;
- Ensuring process traceability and identifying necessary actions for continuous improvement;
- Establishing effective communication channels to respond to customer requests as quickly as possible.

ISO 20000-1

Information Technologies Service Management System and Information Technology Infrastructure Library (ITIL)

Logo Yazılım aims, within the scope of the ISO 20000-1 Information Technology Service Management System, to manage its IT services in an efficient, reliable, and continuously improvable manner. Accordingly,

- **Compliance with International Standards:** Service management processes are planned, implemented, and monitored in line with the ISO 20000-1 standard and ITIL (Information Technology Infrastructure Library) best practices.
- **Uninterrupted and Reliable Service:** The IT service lifecycle is managed within a framework covering service design, transition, operational management, and continuous improvement, with service continuity and security prioritized.
- **Performance and Continuous Improvement:** Service effectiveness is measured through performance indicators, and processes are continuously improved in line with customer requirements. Services are delivered in a timely manner and at a high quality in accordance with defined service levels.
- **Risk Management and a Proactive Approach:** Changes and improvements to the IT infrastructure are managed with due consideration for service continuity and security, while potential risks and disruptions are identified in advance and addressed through timely solutions.
- **Digital Transformation and Customer Satisfaction:** Customers' IT needs are addressed proactively, supporting their digital transformation journeys. This approach reinforces Logo Yazılım's leadership in IT service management while enhancing reliability and customer satisfaction.

Through its commitment to achieving the highest standards, Logo Yazılım continuously enhances the quality of the IT services it delivers and undertakes to provide its customers with a secure, sustainable, and high-value digital experience.

ISO 14001

Environmental Management System

Logo Yazılım identifies environmental sustainability as one of its highest priorities and develops effective strategies to minimize adverse environmental impacts. These strategies and policies established in this context guide the Company's activities with an environmentally responsible approach, support the efficient use of resources, and enable the systematic management of environmental risks. By adopting the ISO 14001 Environmental Management System standard, Logo Yazılım continuously improves its environmental management processes and monitors its environmental impact, contributing to the protection of natural resources and fostering an environmentally conscious corporate culture. The Company seeks to minimize its environmental footprint by increasing energy efficiency across its processes and offices, reducing waste, and enhancing recycling practices. In addition, a sustainability perspective is applied at every stage, from the selection of materials used to waste management practices, with the aim of reducing environmental impacts. Through the ISO 14001 Environmental Management System, Logo Yazılım adopts an environmentally responsible business model, contributes to sustainable development, places environmental awareness at the core of its business processes, and strengthens its competitive position within the sector.



ISO 45001 Occupational Health and Safety Management System

Logo Yazılım aims, through its ISO 45001 Occupational Health and Safety Management System Policy, to provide a safe working environment by prioritizing the health and safety of its employees, suppliers, and all relevant stakeholders. This policy ensures alignment with international occupational health and safety standards while supporting the development of effective strategies to minimize workplace accidents and occupational diseases. Occupational health and safety risks are assessed in a systematic manner, enabling the identification of potential hazards that may pose risks to employee well-being and the implementation of preventive measures. In this way, employee health is protected, and a strong safety culture is promoted across all levels of the organization. As a reflection of the importance, it places on employee health and safety, Logo Yazılım conducts periodic training programs and drills to continuously enhance awareness and competence in this area. In addition, the Company goes beyond statutory requirements by establishing high internal standards and adopting a continuous improvement approach to further reduce risks and enhance safety performance. Safety measures are regularly reviewed based on employee feedback, and processes are optimized accordingly. The safe working environment established under the ISO 45001 Occupational Health and Safety Management System supports higher employee engagement and productivity, constituting a key factor in the Company's sustainable success. By following international best practices, Logo Yazılım is committed to maintaining a healthy and safe work environment for its employees and suppliers at all levels.

TS 13149 Software Sector Service Competence Certificate

Logo Yazılım operates in compliance with the TS 13149 "Rules for Software Service Providers" standard, which defines structural requirements, operational principles, technical infrastructure criteria, and general rules concerning employees for workplaces providing software services. Accordingly,

- **Structural Compliance:** Company premises are designed to meet the physical and technical infrastructure requirements specified under the TS 13149 standard.
- **Operations and Process Management:** Software development and service delivery processes are conducted in line with the operational principles set out in the standard, with a focus on efficiency and quality.
- **Technical Infrastructure and Security:** All technical equipment is configured to support high performance and security standards in software development and service provision.
- **Employee Standards:** Employees' job descriptions, competencies, and work conditions are organized in accordance with TS 13149 requirements, with due consideration given to occupational health and safety and information security principles.

Through adherence to this standard, Logo Yazılım is committed to continuously improving service quality, enhancing customer satisfaction, and reinforcing its reliability within the sector.

ISO 15504 & ISO 33002 SPICE Organizational Maturity Certifications

Logo Yazılım holds the ISO 15504 (SPICE) Maturity Certification and the ISO 33002 SPICE Organizational Maturity Certification, with the aim of ensuring that its software development processes are managed in accordance with international standards and continuously improved. These certifications provide a robust management framework for assessing the maturity and capability of software processes.

- **Highest Maturity Level – Level 5:** With the SPICE Organizational Maturity Level 5 certification, Logo Yazılım has achieved the highest level of process maturity in software development. This indicates that the organization continuously improves its processes, systematically incorporates innovation and optimization, and demonstrates a strong capability to deliver high-quality outcomes.
- **ISO 15504 (SPICE):** Evaluates the maturity and capability of software processes through a two-dimensional model:
 - **Process Dimension:** Defines the purpose, scope, inputs, and outputs of processes.
 - **Capability Dimension:** Assesses process attributes and performance levels.
- **ISO 33002:** Ensures methodological integrity and accuracy in the application of the SPICE model by standardizing process assessment methods, supporting the consistency and reliability of analyses.

In line with these standards, Logo Yazılım establishes and monitors its process effectiveness and efficiency objectives in alignment with its business strategies and applies a continuous improvement philosophy across the organization. In addition, the Company manages its processes through its proprietary LAPIS (Logo Agile Process Improvement System) methodology, enabling an agile, flexible, and continuously evolving operational structure.

This approach enables Logo Yazılım to implement international best practices in software development processes, enhance customer satisfaction, and reinforce its leading position within the sector.

ISO 42001:2023 Artificial Intelligence Management System

Logo Yazılım strengthened its commitment to managing ethical, secure, and transparent artificial intelligence practices in line with international standards by obtaining the ISO 42001 Artificial Intelligence Management System certification in 2025. This certification demonstrates that the Company develops and deploys artificial intelligence technologies in a responsible, reliable, and sustainable manner.

- **Ethics and Security Principles:** Ethical values, data privacy and security are prioritized across artificial intelligence systems, while transparency and accuracy of algorithms are ensured.
- **Risk Management and Compliance:** Risks associated with artificial intelligence applications are systematically analyzed, and full compliance with applicable legal requirements and international standards is maintained.
- **Continuous Improvement and Traceability:** Artificial intelligence models are reviewed on a regular basis; performance and security testing is conducted, and processes are managed in a traceable and auditable manner.
- **Innovation and Sustainability:** Through the ISO 42001 AIMS standard, Logo Yazılım supports innovation while integrating artificial intelligence technologies into business processes, enhances customer experience, and contributes to sustainable digital transformation.

This certification evidences Logo Yazılım's adoption of international best practices in the field of artificial intelligence, reinforcing its leading position in the sector and strengthening trust among its stakeholders.



Environmental performance indicators

Energy consumption (MWh) (GRI 302)	2023* (Türkiye and Romania)	2024* (Türkiye and Romania)	2025 (Romania)	2025 (Türkiye)
Electricity	767	857	319.2	519.7
Electricity purchased	767	857	319.2	519.7
Constant combustion	665	456	0	362.7
Natural gas	665	456	0	362.7
Fuel Oil	0	0	0	0
Diesel	0	0	0	0
Coal	0	0	0	0
Genarator (Diesel)	0	0	0	0
Vehicle Fuel	3,110	3,873	477.7	2,691.7
Diesel	916	896	351.3	374.2
Gasoline	2,194	2,887	126.4	2,317.5
Renewable energy	14	14	0	14.0
Solar	14	14	0	14.0
Total	4,556	5,111	796.9	3,588.2

Greenhouse Gas Emissions (ton CO ₂) (GRI 305)	2023* (Türkiye and Romania)	2024* (Türkiye and Romania)	2025 (Romanya)	2025 (Türkiye)
Scope 1	1,060.4	1,317.8	128.8	896.1
Vehicle	923.3	1,129.5	128.8	710.9
F-gases	21.6	108.1	0	108.1
Fuel consumption in buildings	115.5	80.3	0	77.1
SF6	0	0	0	0
Generators (Diesel)	0	0	0	0
Scope 2	272.4	316.2	94.5	229.7
Electricity	272.4	316.2	94.5	229.7
Total (Scope 1 + Scope 2)	1,332.8	1,634.0	223.3	1,125.8
Scope 3	255.9	286.7	31.3	124.0

Water consumption (m ³) (GRI 303)	2023* (Türkiye and Romania)	2024* (Türkiye and Romania)	2025 (Romanya)	2025 (Türkiye)
Water Use	2,214	1,144	24.3	1,921.5
Total withdrawn water	3,495	3,298	24.3	4,162.3
Total discharged water	1,281	2,154	0	2,240.8

Waste (ton) (GRI 306)	2023* (Türkiye and Romania)	2024* (Türkiye and Romania)	2025 (Romanya)	2025 (Türkiye)
Hazardous waste	0.629	0.57	0	0.723
Non-hazardous waste	3.81	3.26	N/A	1.18
Recycled waste**	3.93	3.23	N/A	1.9

*Consolidated data for Türkiye and Romania operations.

**Hazardous and non-hazardous recycled waste amount is given.

Social performance indicators

Company employees (GRI 405-1)	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Total number of employees**	715	781	700	779	284	265	403	526
Number of employees covered by collective bargaining agreement	0	0	0	0	0	0	0	0
Number of employees with disabilities		14	22	14	3	4	17	13

Number of employees by personnel category	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of white-collar employees	709	778	693	775	278	260	403	526
Number of blue-collar employees		3	7	4	6	5	0	0

Number of employees by year	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees with 0–5 years of employment	431	432	408	404	146	131	231	271
Number of employees with 5–10 years of employment	173	207	181	217	88	77	92	128
Number of employees with 10+ years of employment		142	111	158	50	57	80	127

Company employees (GRI 405-1)	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees subject to regular performance evaluation		1,311		1,347		466		898

Employees in management (GRI 405-1)	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Under 30 years old	1	0	1	1	0	0	1	0
Between 30-50	58	125	54	107	13	8	44	95
Over 50	11	9	12	18	5	8	11	14
Board members	3	3	3	3	3	7	2	4

*Consolidated data for Türkiye and Romania operations.

**End of period data.



Parental leave (GRI 401-3)	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees benefiting from birth/parental leave	42	21	43	19	17	1	27	20
Number of employees returning to work after birth/parental leave	16	21	28	15	17	1	27	20

Subcontractors (GRI 405-1)	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of subcontracted employees by gender	61	102	74	75	8	39	106	52
Number of subcontracted employees by working hours	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time
	101	10	124	33	43	4	152	6

Trainings (GRI 404-1)	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Total training hours	44,110		60,315		9,075		27,688	
Average training hours per employee***	29.49		40.78		17		29.7	

OHS data (GRI 403-9) (GRI 403-10)	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of accidents	5		5		0		0	
Number of fatal cases	0		0		0		0	
Number of occupational diseases	0		0		0		0	
Incident rate (IR)	1.89		1.91		0		0	
Occupational Diseases rate (OD)	0		0		0		0	
Lost day rate (LDR)	0		0		0		0	
Absenteeism rate due to injuries	0.01		0.02		0		0	

OHS trainings (GRI 403-5)	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Total OHS training hours	5,072		3,074		4,584		2,734	

*Consolidated data for Türkiye and Romania operations.

***The average training hours per employee for 2025 are calculated based on the average number of employees.

Labour practices and grievance mechanisms	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Feedback/grievances received from employees	0		3		0		2	

Training titles according to different employee categories	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees received mentorship	217		44		34		18	
Number of hours spent under the mentoring programs	612		412		2,340		108	

Training titles according to different employee categories	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees received leadership training	262		90		0		1,020	
Number of training hours in leadership training	3,168		1,140		0		7,242	

Diversity and equal opportunity	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of first level (junior) managers	76		69		15		77	
Number of mid-level managers	69		22		9		56	
Number of senior managers	27		73		9		18	

Diversity and equal opportunity****	2023* (Türkiye and Romania)		2024* (Türkiye and Romania)		2025 (Romania)		2025 (Türkiye)	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of generation Z employees (those born between 1997 and 2012)	238		279		144		176	
Number of generation Y employees (those born between 1981 and 1996, millennials)	968		928		259		653	
Number of generation X employees (born between 1965 and 1980)	277		258		137		98	

*Consolidated data for Türkiye and Romania operations.

****The 11 employees born in 1965 and before in Türkiye and Romania operations are not included in the generation X, Y, Z breakdown.



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Abbreviations

B2B: Business-to-Business

CDP: Carbon Disclosure Project

CIO: Chief Information Officer

CMO: Chief Marketing Officer

CRM: Customer Relationship Management

CSA: Corporate Sustainability Assessment

CSAT: Customer Satisfaction Score

EAS: Enterprise Application Software

ERP: Enterprise Resource Planning

EVP: Employee Value Proposition

EBITDA: Earnings Before Interest, Taxes, Depreciation, and Amortization

GEKAP: Recycling Contribution Fees

IAAS: Infrastructure as a Service

IDC: International Data Corporation

ITIL: Information Technology Infrastructure Library

PPE: Personal protective equipment

MSMEs: Micro, small and medium enterprises

KPI: Key Performance Indicator

KVKK: Personal Data Protection Authority

LEM: Logo Enterprise Membership

MRR: Monthly Recurring Revenue

NPS: Net Promoter Score

OKR: Objectives and Key Results

PaaS: Platform as a Service

PCI DSS: Payment Card Industry Data Security Standard

PERYÖN: People Management Association of Türkiye

POS: Point of Sale

S&P: Standard & Poor's

SaaS: Software as a Service

STEM: Science, Technology, Engineering, and Mathematics

TCFD: Task Force on Climate-related Financial Disclosures

TEGEP: Education and Development Platform Association

TOBB: Union of Chambers and Commodity Exchanges of Türkiye

TOSYÖV: Turkish Foundation for Small and Medium Business

TÜBİSAD: Informatics Industrialists Association

UI/UX: User Interface /User Experience

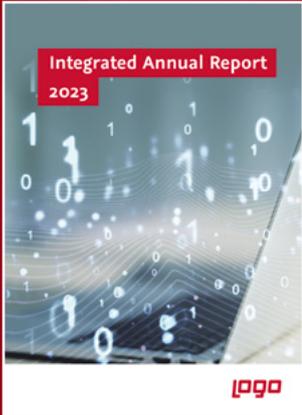
WMS: Warehouse Management System

YASAD: Software Industrialists Association

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