adesso | business. people. technology.

impact-oriented

index_

preface_

We started our journey with "**Good 4 Future**" motto in order to create a sustainable future and social good. We are extremely proud to publish the very first "**Impact-Oriented adesso**" report which brings all practices that we implented in 2021 together by determining our focus among the United Nations Sustainable Development Goals, which is also our primary guide in this journey.

While we learn and develop together with all adessis, we want to adopt sustainability not just as a concept but as a philosophy. We want to adapt it to the adesso culture and also into our way of doing business. We promise that from now on, we will continue to share our sustainability and social awareness strategies, which were shaped with our company culture and the sincere motivation that we share for each of our stakeholders, throughout the projects and works we have implemented, in a transparent way.

message from_
the CEO

As a part of the IT industry, we are aware of the transformative impact and the importance of the digitalization in terms of environmental, social and governance processes within the framework of sustainability. This motivation is framed in our motto: **Good 4 Future**; our human-centered social good and sustainability strategy and our impact-oriented works.

Every individual and business have responsibilities for the future of the world. We are ready to take all the responsibility that comes to our share! By raising awareness at all our units, we aim to create an expanding sphere of influence both at the individual and at the institutional level.

This is the way we set out to protect the planet we live in in a more responsible way and to leave a more livable world to future generations. As our sphere of influence expands, it will turn into a more sustainable and collective movement. In this context, we will continue to work for creating value and benefit by adopting sustainability as a part of the adesso culture. Our industry has an important role in achieving the UN Sustainable Development Goals through digital transformation and innovation.

We are determined to use this transformative power of information technologies to produce new solutions to climate change and to social inequalities, in accordance with the values of responsibility, participation and inclusion on which our corporate culture is built. As adesso Turkey, we know that the projects we have implemented with our enthusiasm are all for an equal and livable future that will form a solid foundation for what we'll do in the coming years. As a company that contributes to sustainable development, we are very excited to share the steps we took in 2021 with you in this report.

Burak Barı

UN_
sustainable development goals

The United Nations General Assembly set **17 Sustainable Development Goals (SDGs)** in 2015.

These goals are universal call to actions, created for countries with different levels of development around the world. Which are aimed to be completed by 2030. The business world has a great responsibility for the implementation of these goals and the adoption of sub-goals.

SDG	Goal	Explanation
SDG.01	No Poverty	End poverty in all its forms everywhere.
SDG.02	Zero Hunger	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.
SDG.03	Good Health and Well-being	Ensure healthy lives and promote well-being for all at all ages.
SDG.04	Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
SDG.05	Gender Equality	Achieve gender equality and empower all women and girls.
SDG.06	Clean Water and Sanitation	Ensure availability and sustainable management of water and sanitation for all.
SDG.07	Affordable and Clean Energy	Ensure access to affordable, reliable,sustainable and modern energy for all.
SDG.08	Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
SDG.09	Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.
SDG.10	Reduced Inequalities	Reduce inequality within and among countries.
SDG.11	Sustainable Cities and Communities	Make cities and human settlements inclusive, safe, resilient and sustainable.
SDG.12	Responsible Consumption and Production	Ensure sustainable consumption and production patterns.
SDG.13	Climate Action	Take urgent action to combat climate change and its impacts.
SDG.14	Life Below Water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development.
SDG.15	Life on Land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
SDG.16	Peace, Justice and Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
SDG.17	Partnership for the Goals	Strengthen the means of implementation and revitalize the global partnership for sustainable development.

corporate sustainability strategy_

good 4 future

adesso turkey

our sustainability approach_

Creating social value, lies at the heart of our corporate culture, which is shaped around the principles of accountability and transparency. In this context, we have placed our sustainability priorities on 3 basic pillars as: Human, Environment and Information Technologies. We carry out many concrete works that support these strategies together with all adessis, under the leadership of the corporate communication team.

ENVIRONMENT

good 4 environment

adesso turkey

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

17 PARTNERSHIPS FOR THE GOALS

HUMAN

good 4 people

adesso turkey

4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

17 PARTNERSHIPS FOR THE GOALS

IT

good 4 IT

adesso turkey

4 QUALITY EDUCATION

5 GENDER EQUALITY

17 PARTNERSHIPS FOR THE GOALS

adesso
sustainability journey

sustainable development goals

| good4future	impact oriented adesso	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	Awareness Sessions																	
People	World Autism Awareness Day																	■
Environment	World Enviroment Day				■							■		■				■
Environment	Disaster Awareness Day													■		■		
Environment	Black Friday-Green Friday											■						
People- Digital	adessi on Campus				■							■						
People- Digital	TalentsForFuture				■				■			■						
	adesso Talks																	
People	C-Talk				■				■									
Digital	Tech-Talk			■														
People-Environment	Soft-Talk			■									■					
People	Welcome Day																	
	adesso Volunteers			■														
People	adesso Running Team (aRT)			■							■							
People	adesso Football Team (aFT)			■														
People	adesso Gaming Team (aGT)																	■
Digital	KızCode Project				■	■					■							
Environment	Reset Your Trash Project				■						■		■	■				
People	TEGV Project				■													
People-Environment-Digital	**Transformation from e-waste to Equal Opportunity in Education**				■						■		■	■				
People-Environment	**Jargon Booster**				■													
People-Digital	**Deneysiz App Project**								■								■	■
Digital	**R&D Innovation**								■	■								
People-Environment-Digital	**Digital Library**				■				■				■	■				
People-Environment	**Corporate Donation**				■						■			■		■		■
Environment	**I-REC Certificate**							■										

people & culture approach_

People are at the center of both our way of doing business and our approach to social good and sustainability. Our perspective on people and culture is based on our start-up spirit, fast growing structure and highly adaptive nature.

In accordance with one of our goals of being a pioneer at software and IT consultancy companies that make a difference in technology; we acknowledged an understanding that brings business, people and technology together. We happily observe our community creating meaningful impact through technology.

At this point, our People and Culture Team works passionately to respond to educational needs with its focus on continuous improvement and to contribute to adessis' job satisfaction, internal motivation and work-life balance by addressing
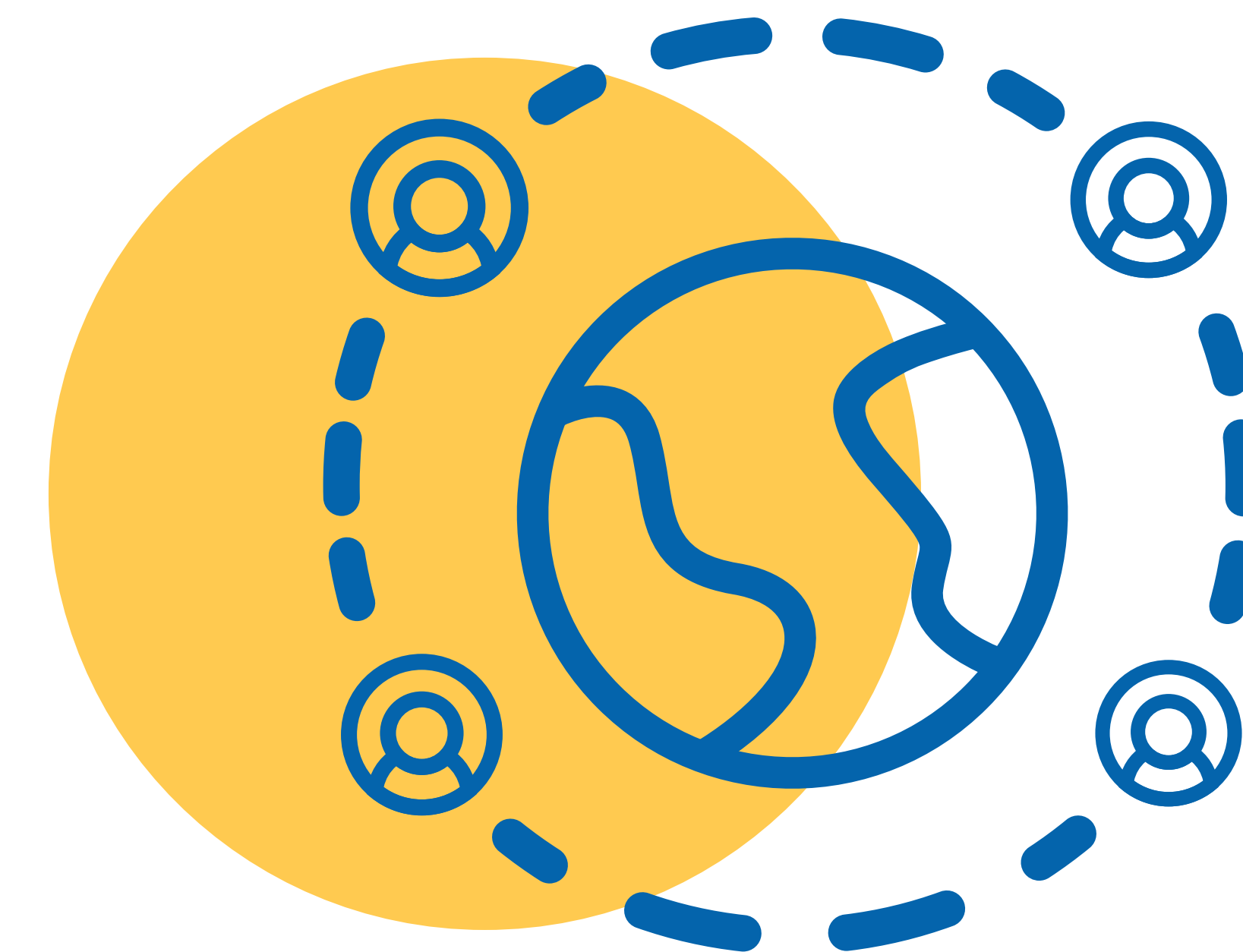
sustainability and cultural transformation with all its dimensions with reference to our employee value proposition "**Code, Grow, Inspire!**"

We happily share some of the programs and practices implemented for adessis working towards a common purpose, thanks to autonomous teams, joint decision-making mechanisms, continuous improvement opportunities, flexible working arrangements and open communication channels.
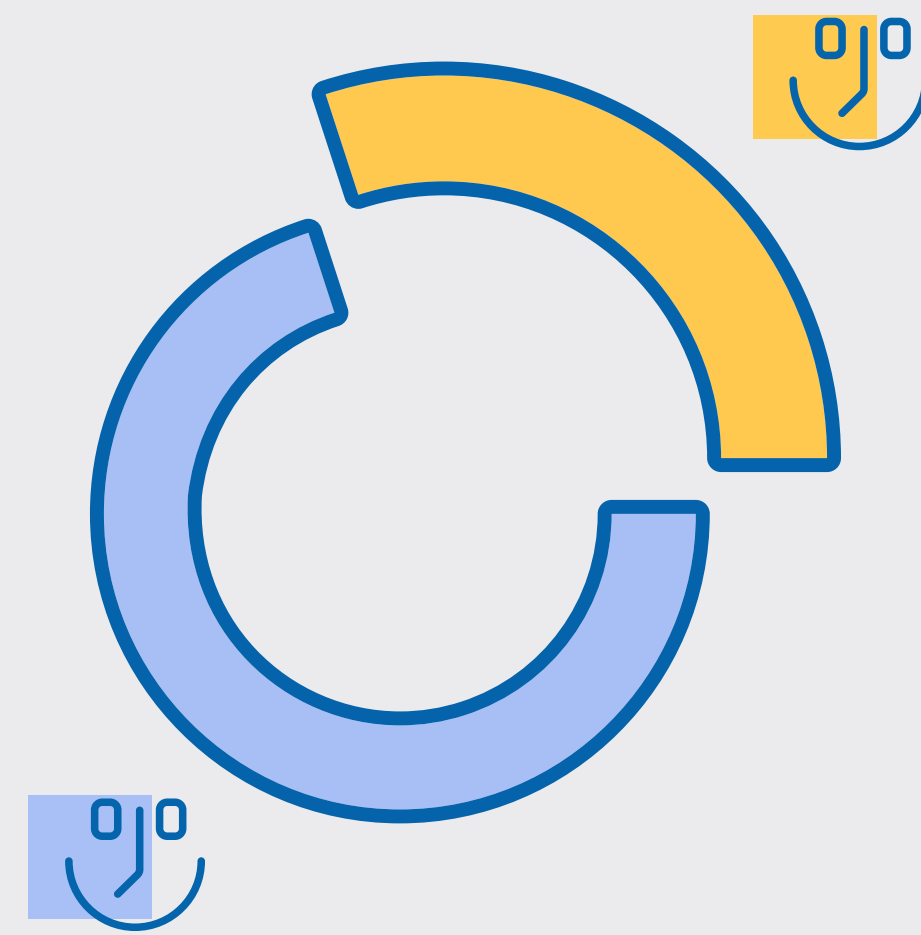
We believe that sustainable development is based on empowering female employees. We work very hard to increase female employment in the sector. In this context, we would like to share that the rate of female adessi is 34% in 2021, which is above the IT industry average in Turkey.

In our human-oriented sustainability processes, we conduct yoga sessions at a regular frequency. In addition to psychological counseling support, we provide discounted sports and dietitian opportunities with adessi Club.

At adesso, we apply the principle of equal pay for everyone with the equal value without any discrimination.

We give importance to the internal promotion system. We have completed the placement of 14 of our current 15 managers in a relevant role within adesso. Our internal promotion rate is 93.3%.

Due to the pandemic, we moved human-oriented education processes to online platforms, and we continue to support the personal development of all adessis with our individual education budget program.
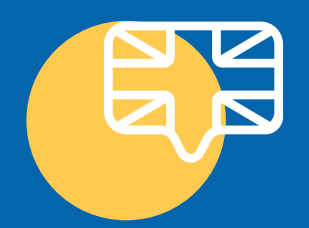
in 2021
total
1804 hours
of training

2021

51 hrs.
tech-talk, soft-talk, dijital games

89 hrs.
time and stress management

7 hrs.
emotion-thought regulation webinars

394 hrs.
english ed.
38 hrs.
german ed.

22 hrs.
training of trainers

40 saat
professional coaching training

908 hrs.
project based training

77 hrs.
effective communication and relationship management

80 hrs.
Agile Foundation, Scrum ve Kanban trainings

54 hrs.
interview techniques

44 hrs.
technical development training

2022

good 4 environment
adesso turkey

environmental approach_

By adopting the principle of accountability, we aimed to reduce our environmental footprint within the projects and works that we developed under the topic **"Good 4 Environment".**

• In this context, we focused on the goals of SDG7 (Affordable and Clean Energy) and SDG12 (Responsible Consumption and Production) among the global sustainable development goals.

• We received our ISO 14001 Environmental Management System Certificate and updated our management style and brought it into compliance with the standards.

• Our head office is located in Olive Plaza, which has a green building certificate approved by LEED*.

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✳ LEED is an environmentally friendly building certification developed by the US Green Building Council. The LEED Green Building Rating System, which defines high-performance buildings that are healthier, environmentally friendly, more economical and profitable with operating costs, is given by the US Green Building Council (USGBC).

good 4 environment
adesso turkey

good 4 people
adesso turkey

good 4 IT
adesso turkey

social good approach_

We aim to do things that create value in the society with our knowledge, skills and experience by putting the concept of volunteering at the center. We cooperate with many non-governmental organizations within the scope of employee volunteerism with our principle of creating common value.
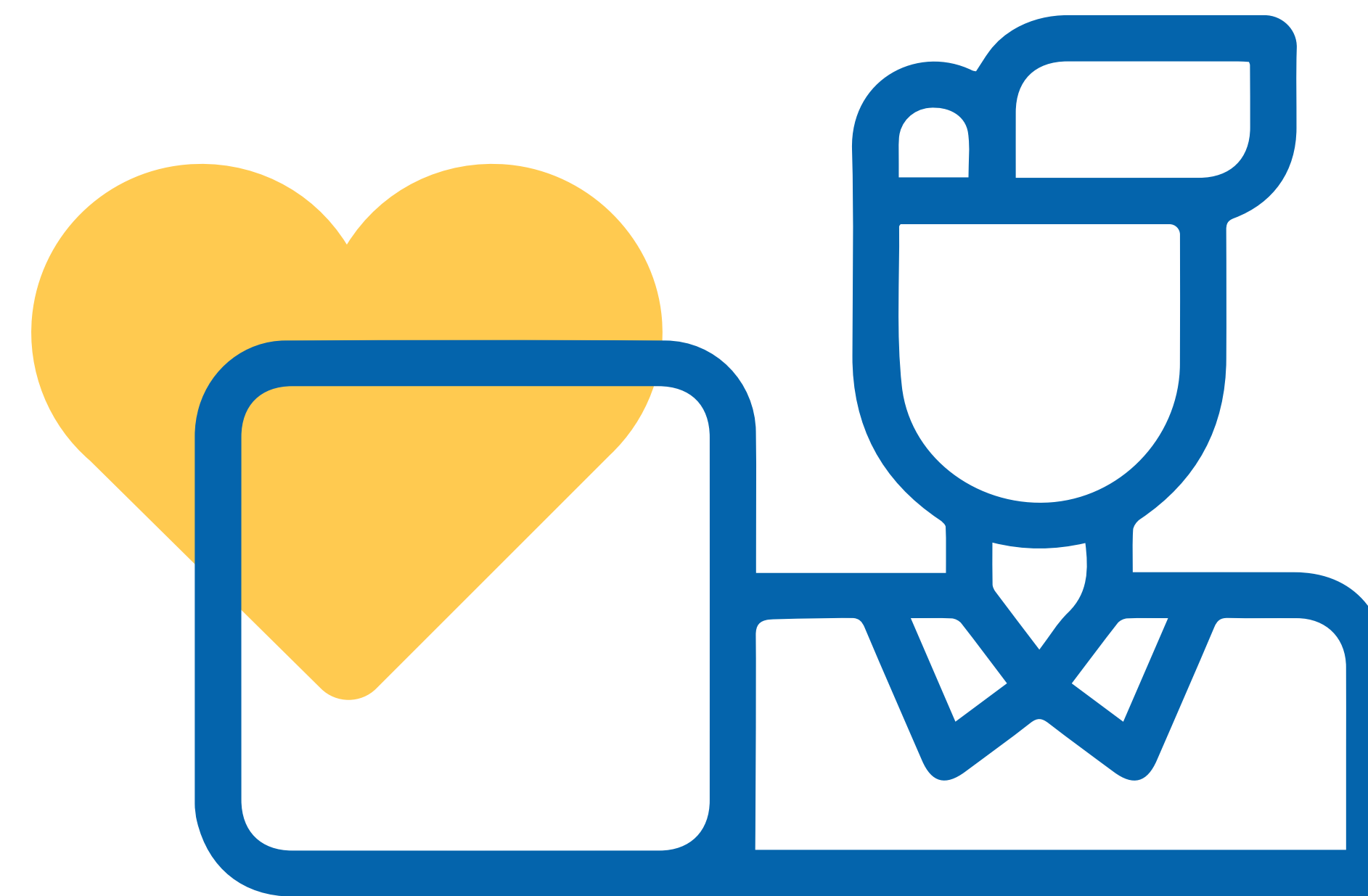
We care about choosing the most suitable projects that are based on adessi's interests and priorities. For this reason, we have created a registration area to systematize the community/club memberships of adessis and followed their past volunteering footprints. Those who access the social good projects from this registration area were to be carried out under the title of "**adesso Volunteers**" and would be able to choose projects according to their own interests. Our in-house intranet system, which will operate dynamically, is also an investment in terms of our corporate memory.
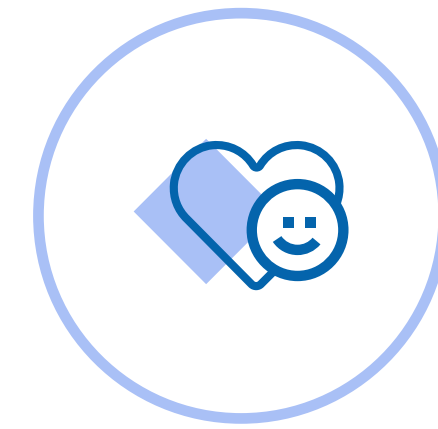
impact-oriented projects_

We hold awareness sessions to increase our level of awareness on special days during the whole year, in order to become more responsible individuals. We regularly meet with leading experts.

good 4 future
adesso turkey

awareness events_

world autism awareness day

10 REDUCED INEQUALITIES **17 PARTNERSHIPS FOR THE GOALS**

Nehir Merinoslu from Tohum Autism Foundation talked about what we can do as individuals for autism awareness. In this context, we learned about the works of the foundation under the theme "Light It Up Blue".

world enviroment day

4 QUALITY EDUCATION **12 RESPONSIBLE CONSUMPTION AND PRODUCTION** **13 CLIMATE ACTION** **17 PARTNERSHIPS FOR THE GOALS**
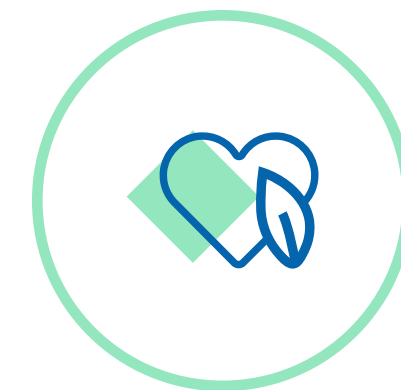
We learned tips from Dilda Gümüşçü, Environmental Engineer & Sustainability Consultant, about reducing our environmental footprint, changing our consumption habits, and living a sustainable life.

disaster awareness day

13 CLIMATE ACTION **15 LIFE ON LAND** **17 PARTNERSHIPS FOR THE GOALS**
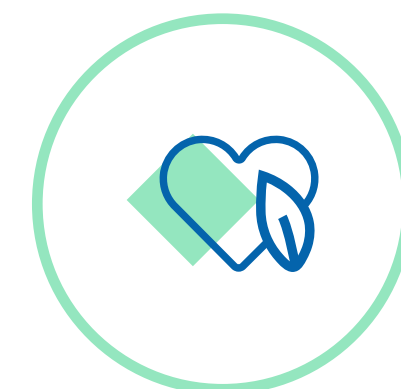
We talked with Yağız Derolur, Disaster Awareness Trainer from AFAD (Disaster and Emergency Management Presidency), about the measures we can take against disaster risks.

green friday

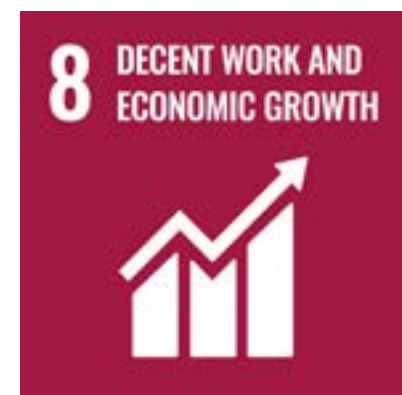**12 RESPONSIBLE CONSUMPTION AND PRODUCTION** **13 CLIMATE ACTION** **17 PARTNERSHIPS FOR THE GOALS**

In our session, which was against Black Friday that leads people to overconsumption; we learned the steps that we need to take in order to become a conscious consumer from Climate Reporter Görkem Gömeç.

good 4 future
adesso turkey

good 4 environment
adesso turkey

good 4 people
adesso turkey

good 4 IT
adesso turkey

digital library_

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

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To digitalize our understanding of continuous learning and development, we gathered the resources that guide our sustainability journey under the digital library called "Good 4 Future Library" and made it accessible to all adessis.

We aim to keep our sustainability memory alive by adding important guides, e-books, documents, movies, TV series or documentaries that are compatible with sustainability topics.

jargon booster_

We started to organize a "Jargon Booster" column to give a sustainable impulse to our internal communication bulletins that are called "Newsflash" in order to raise awareness.

By drawing attention to the concepts we frequently use in our sustainability journey, we wanted to make sure that, every month a new concept was going to be learned!

Sustainability

Paris Climate Agreement

Global Warming
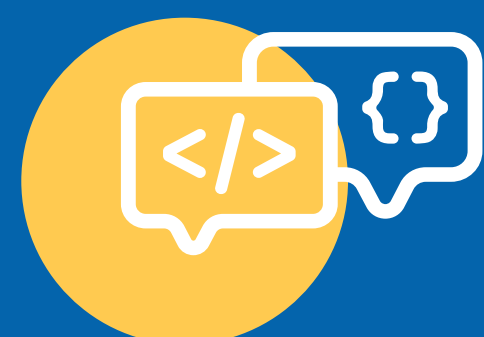
Carbon Footprint

Water Footprint

Eco-Anxiety

Circular Economy

good 4 environment
adesso turkey

good 4 people
adesso turkey

good 4 IT
adesso turkey

adesso talks_

in 2021

80 hours of adesso talks

12 C-Talk

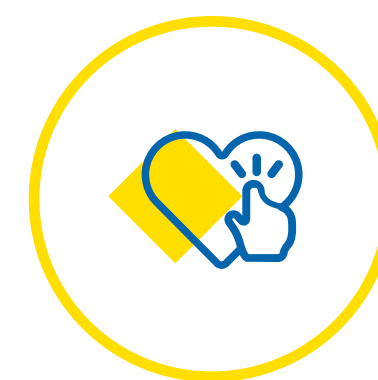44 Tech-talk

5 Soft-talk

Welcome Days
with 205 adessis

C-Talk

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

Every month, 8 adessis and an adesso leader from different provinces of Turkey come together at an online breakfast meeting.

Tech-Talk

4 QUALITY EDUCATION

We regularly hold sessions that give adessis the opportunity to share their technological know-how with other adessis.
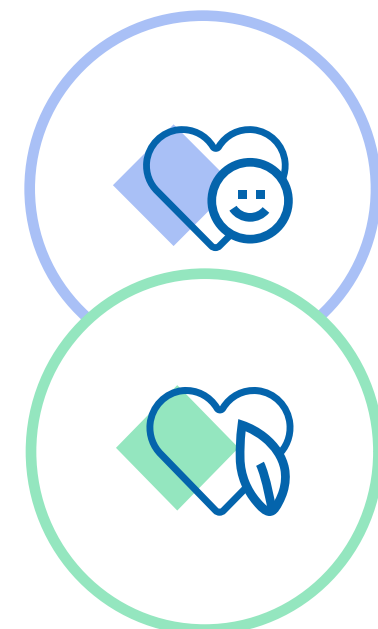
Soft Talk

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION
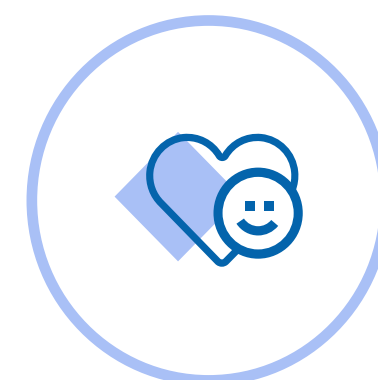
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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We get to know each other better and socially enjoy learning by organizing sessions where adessis share their experience on their personal hobbies and interests.

Welcome Day

4 QUALITY EDUCATION

Every month, we organize an internal communication event where gamification technique is used in order to get to know the newly joined adessis better and to create a contemporaneous culture among the new adessis.

good 4 people
adesso turkey

adesso volunteers_

We gathered all of our employees at volunteering activities, which include events, sports activities and NGO collaborations, under 'adesso Volunteers'.

Sports Activities;

In our sports clubs created according to adessis' interests, our teams hold routine meetings and act together for works that turn into goodness.

adesso Running Team (aRT)

33 adesso Volunteers turning their steps into social good over credible NGO's.

+2m +2,000,000 steps for Community Volunteers Foundation (TOG) in July

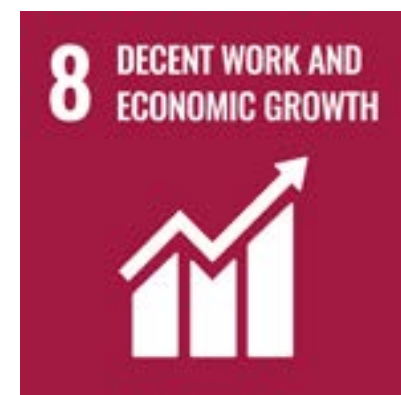**+1m** +1,000,000 steps for the Ahbap Foundation in August

+6m +6,000,000 steps for the Education Volunteers Foundation of Turkey (TEGV) between September and December

good 4 people
adesso turkey

adesso
business.
people.
technology.

adesso
volunteers_

adesso Football Team (aFT)

adesso Football Team, which has 15 members, was entitled to receive the "The Most Gentleman Team" award at the Business Cup Inter-Company Football Tournament.
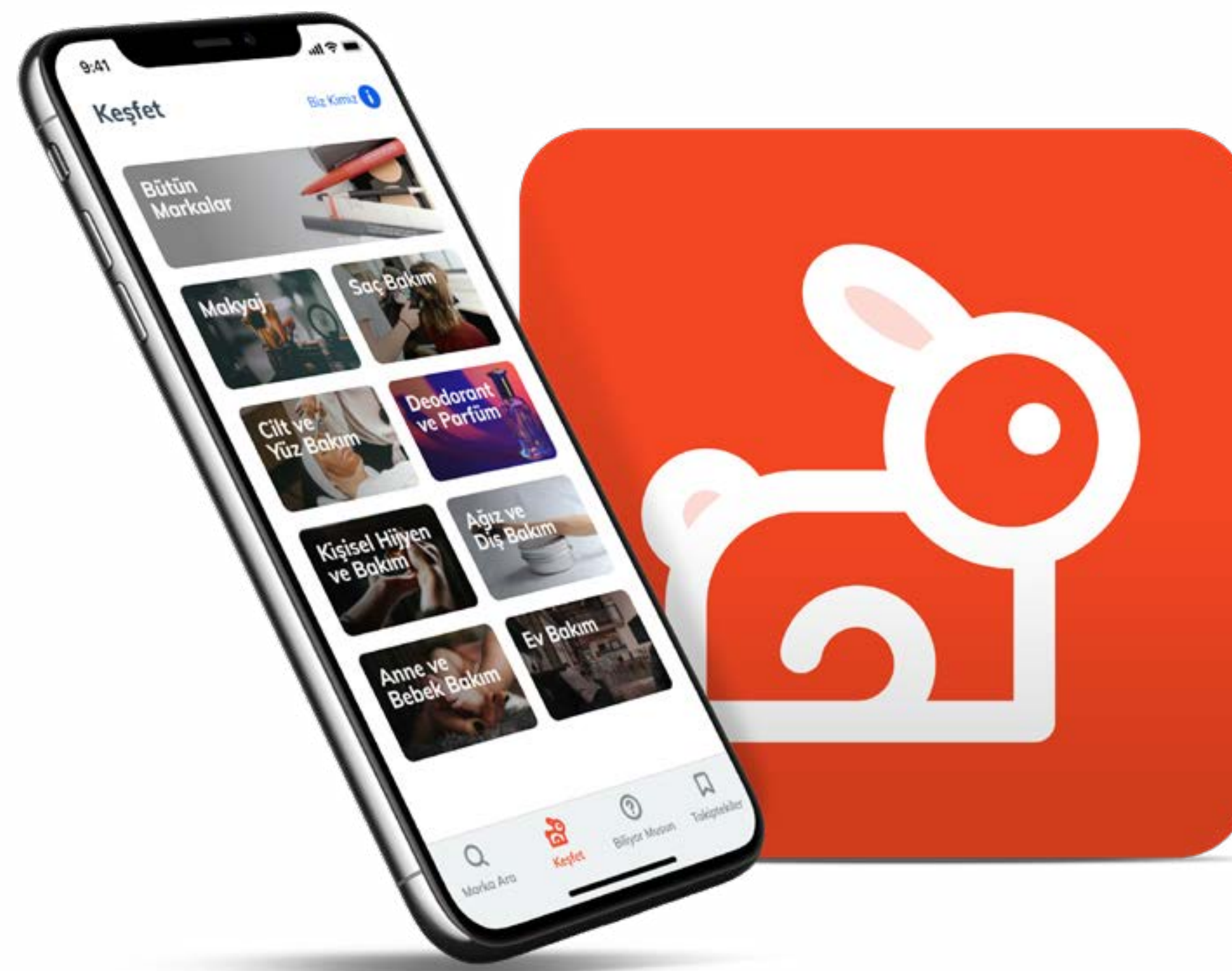
adesso Gaming Team (aGT)

We continue to have fun, improve our teamwork skills and socialize with our gaming team.

deneysiz app project_

good 4 environment
adesso turkey

good 4 IT
adesso turkey

8 DECENT WORK AND ECONOMIC GROWTH

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In order to draw attention into experiments that are hold on animals; we started to contribute to the application development project: Deneysiz Association, in May with the Talent Grid cooperation to increase the value we attach into animal rights.

In the project we started to write code from scratch for Android and IOS with the contribution of adessis from different teams, we both use technologies that we have not used before and became a part of a meaningful process on this path, which we set out for social good. With the application, we aim to make the cruelty-free brands accessible to everyone.

adessi
on campus_

Especially technology companies have a great responsibility in raising talents and the earth needs more talents with tech-capabilities. That's why we cooperated with universities and student clubs in 2021 in order to prepare young talents to the future and to offer them a global IT company working experience. We launched "**adessi on campus**" program. We aimed to support young university talents in their career paths and also to create career opportunities for talented young people by guiding them not only at the university level, but also in earlier periods. Our ultimate goal is to become a "global talent hub" within the adesso Group by 2022.

9 events
21 universities
810 students

We had the opportunity to meet young talents from 21 different universities in 9 events we held as part of "adessi on campus". (Boğaziçi University, ODTÜ, Bilkent University, Koç University, Sabancı University, ITU, YTU, Marmara University, Galatasaray University, Özyeğin University, Ege University, Hacettepe University, İstanbul University, Bilgi University, Gebze Technical University, Turkish - German University, Sakarya University, Yıldırım Beyazıt University, İzmir Institute of Technology, Mersin University, Abdullah Gül University).

We are proud to support the career journey of 810 university students in total.

SDG 4 QUALITY EDUCATION
SDG 10 REDUCED INEQUALITIES
SDG 17 PARTNERSHIPS FOR THE GOALS

good 4 people
adesso turkey

R&D and innovation_

We were among the top 250 companies according to 2020 R&D expenditures, with our understanding of decent work and economic growth, which guides us in achieving our global goals.

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS
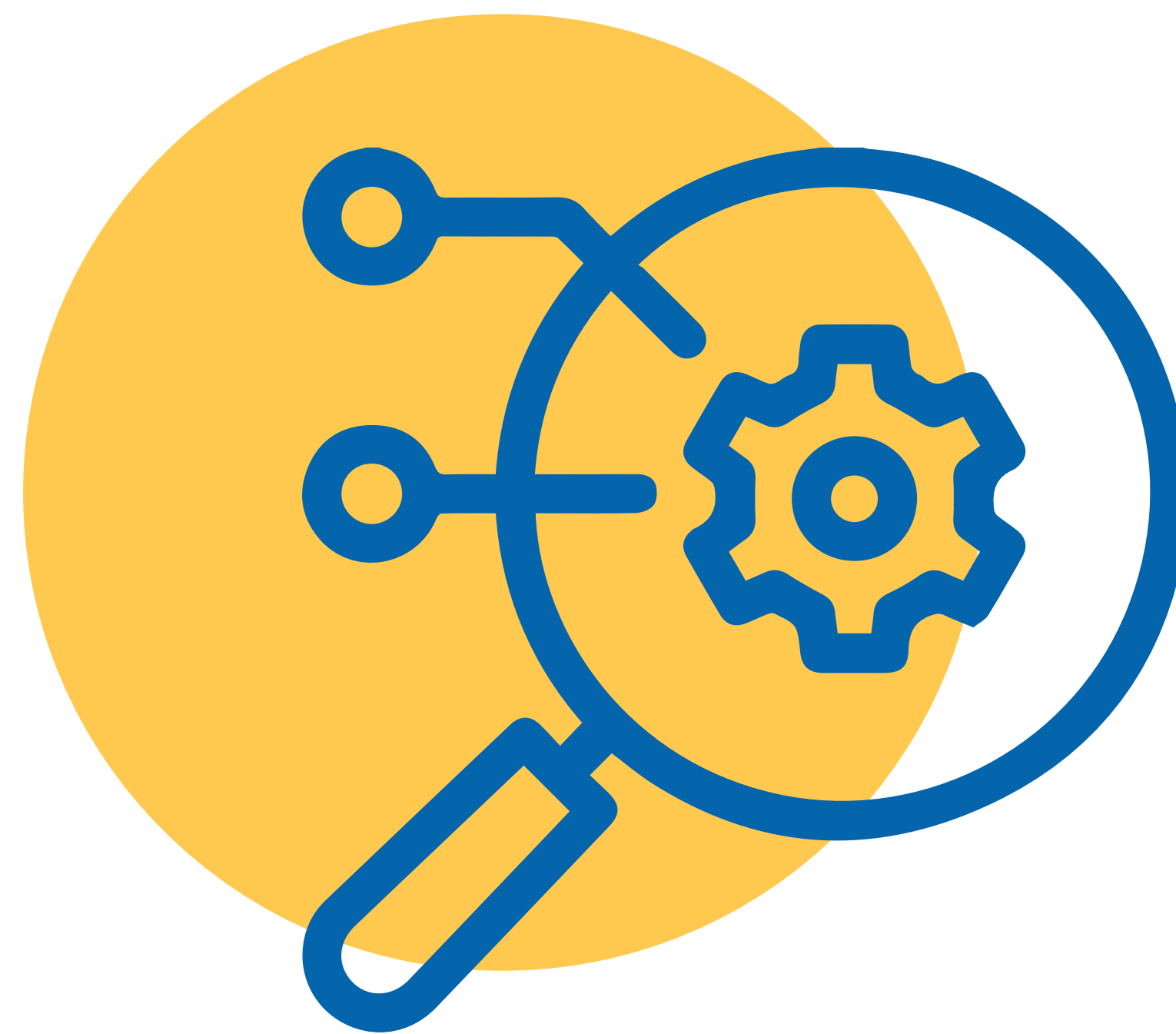
At the same time, according to the 2020 R&D Centers Performance Index, we are 61st among all R&D centers and 9th among R&D centers in our own size.

Our developments in the field of R&D in 2021 are as follows;

• As a result of the audit conducted by the Ministry of Industry and Technology, it was unanimously decided to continue the activities of our R&D center.
• The physical area of our R&D center was

expanded with the inclusion of the 4th floor of our Maslak office.
• Our 1 TÜBİTAK project (HADİ Live Knowledge Contest) continues with success.
• Our 3 EU projects (Resilient.ai, V-Space, InnoSale) were deemed worthy of support and received labels.
• We made 2 new EU project applications (EARS, FireBIM).
• According to the 2021 R&D Centers Performance Index, we ranked 41st among all R&D centers and 9th among R&D Centers in our own size.

TalentsForFuture_

We were among the sponsors of TalentsForFuture 2021 summer camp, that aims to prepare high school students for the future jobs and guides them to become qualified potential talents in the technology culture in cooperation with Gelecekteki Sen, which is led by Instructor and Organization Designer İnci Abay Cansabuncu. At the Preparatory School for Future Jobs, attended by a total of 110 students,

we organized the training called "Human-Oriented Design in Product Development and Innovation Processes: Design Thinking", which focused on the design of new systems in the field of technology and the development of a customer-oriented approach. We also conducted internship interview simulations with our recruitment team. We hosted 2 graduates from the summer school in our adesso Maslak office.

We would like to proudly share the social impact value of the Summer School calculated with the methodology created by the Harvard Business School Impact Weighted Accounts Initiative.

%55 The average active participation rate in courses and projects among 110 students is 55%.

%81 Summer School satisfaction rate 81%

%64 Students' self-confidence increase rate 60% - 64%

%76 The rate of increase in knowledge levels 74% - 76%

%86 The applicability rate of the given information in daily life is 86%

When the calculations were made, it was determined that 6 TRY of value was created for the society and the economy for each 1 TRY contribution invested in the project. We are happy to create a value of 90,000 TRY with the 15,000 TRY fund we have provided. We can proudly say that in a few years, our talent camp students will be among the professionals doing technology-based works. With our project, we were featured in the October issue of Fast Company Turkey which is one of the world's most prestigious business and management magazines, under the title "Collaboration that Prepares Young Talent for the Jobs of the Future".

corporate donations_

good 4 environment
adesso turkey

good 4 people
adesso turkey

In addition to our ongoing projects, we carry out sponsorships, we make donations to NGOs or related institutions.

- The forest fires in the Aegean and Mediterranean regions at 2021 summer deeply saddened all of us… In order to contribute to the process of repairing the damage and improving the health of our animal friends, we donated to TEMA and HAYTAP Foundations.

- In addition to the projects we do with the ITU Alumni Association, we sponsor their "Republic Ball" every year.

Transforming e-waste into education
- We are attentive to expand our work on waste, both individually and institutionally, with the knowledge we have gained through the goal of reducing our environmental footprint. Within adesso, we collect our e-waste separately and subject it to recycling processes in accordance with the relevant regulations. In the light of the zero waste principle, we attach importance to preventing our waste at its source and making it reusable.
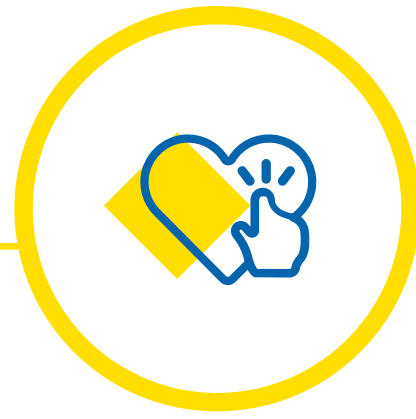
- In this context, to draw attention to tech wastes, we have recycled the e-waste within our organization according to the circular economy principles. With the project carried out in cooperation with EAG Recycling and ITU Alumni Association, we donated the idle computers, which were created by adesso for university students in need by passing them through information security and repair processes to create equal opportunity in accessing online education.

- We contribute to the circular economy by recycling our other electronic wastes with our solution partner, EAG Recycling.

- In addition, we sent 15 tablets to the students in need to the Kuyucak Primary School in Mardin Kızıltepe İnandı Village in May 2021.

4 QUALITY EDUCATION

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our promise_
to the future

good 4 future
adesso turkey

good 4 environment
adesso turkey

good 4 people
adesso turkey

good 4 IT
adesso turkey

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our promise to the future_

KızCode Project

The KızCode Project aims to support the development of girls and boys in regions who experience inequality of opportunity through coding, science and technology. We will provide educational support by organizing workshops for female students, who are our primary target audience in this project.
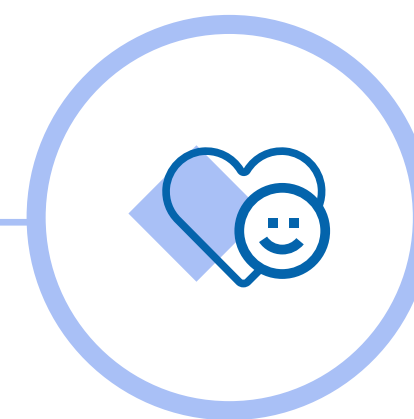
TEGV Project

We will support the volunteers of Educational Volunteers Foundation of Turkey, who support the raising of primary school children as modern, well-equipped and qualified individuals with universal values through various trainings in the fields of technology, design and communication.

Çöpüne Sahip Çık Foundation Project

We will support raising environmental awareness in children with the 'Reset Your Trash' board game in schools experiencing inequality of opportunity, together with Çöpüne Sahip Çık Foundation, which works to raise awareness in society about reducing, disposing and using waste for a clean environment.

thank you
adessi_

We would like to thank to all adessi people for their efforts, who made a difference and impact on our sustainability journey, who actively participated in events and improved us on our roadmap with their feedbacks. They willingly existed in volunteer works and enabled us to grow together with joy.

adesso takes its energy from you and so glad that we have you!

good 4 future

adesso turkey

about adesso

business. people. technology

The adesso Group is among the largest IT service providers in Europe with its more than 6000 employees. Founded in 2013 and being a 100% subsidiary of the adesso Group, adesso Turkey supports the leading companies in the sector in their digital transformation processes with software development and consultancy services, while also exporting software to the European market.

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Sustainable Development Consultancy
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