



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We attach importance and sensitivity to women's rights and gender equality in our business.

- We ensure the health, safety and welfare of all our employees regardless of gender.
- We support women's participation in the workforce in all our departments and offer equal opportunities.
- We act with a policy of equal pay for equal work without gender discrimination.
- We distribute duties in accordance with the principle of equality.
- We provide the necessary opportunities for equal utilization of career opportunities.
- We create training policies, support women's participation and raise awareness.
- We create a working environment and practices that protect work-family life balance.
- We support women in company management and provide equal opportunities.
- We do not allow women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. in any way. We are always aware of the value they add to the world and our organization and support their existence.