



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We value gender equality in our company.

- We ensure the health, safety, and well-being of all our employees regardless of gender.
- We support women's participation in the workforce across all departments and provide equal opportunities.
- We adhere to the “equal pay for equal work” policy without gender discrimination.
- We allocate tasks in accordance with the principle of equality.
- We create the necessary environment for equal access to career opportunities.
- We develop education policies and support women's participation and increased awareness.
- We establish a work environment and practices that maintain work-life balance.
- We support women's participation in company management and offer equal opportunities.
- We do not tolerate any form of exploitation, harassment, discrimination, suppression, coercion, slander, etc. against women. We are always aware of the value they add to the world and our organization and support their presence.