

SMART GÜNEŞ TEKNOLOJİLERİ EQUAL OPPORTUNITY, DIVERSITY, AND INCLUSION POLICY

Smart Güneş Teknolojileri A.Ş. aims to create a work environment that supports the principles of diversity, equity, and inclusion (DEI). The fundamental components of a DEI-aligned workplace are diversity, equity, inclusion, fairness, a safe working environment, and a strict prohibition against any form of abuse or harassment.

In our company;

- We are establishing a work environment where all our employees feel secure and valued, where they can express their authentic selves, and where they will be treated with respect and acceptance.
- We are committed to providing equal opportunity to all individuals without discrimination in both recruitment and promotion processes as a natural result of our DEI commitment
- We endorse the enhancement of women's presence in social and economic life and the expansion of their participation in the workforce, and we are dedicated to ensuring balanced representation in senior management.
- We unequivocally oppose any form of discrimination and harassment directed at or among our employees. Given the gravity of the issue, we maintain a zero-tolerance policy in this regard. As part of this commitment, we have established the "Harassment Prevention Policy" and the "Employee Handbook," which are utilized to address potential issues and support our employees.
- We commit to integrating our awareness of DEI into every aspect of our internal and external communications. We refrain from using any phrases with discriminatory connotations related to gender, language, religion, ethnicity, or other characteristics in our social media posts and job advertisements. Instead, we ensure the use of language that underscores our commitment to inclusivity
- Remuneration and Benefits strategies and practices ensure equal opportunities for all employees without regard to any differences in diversity. We provide equal salaries for equivalent work and responsibilities. To maintain the practice of equal pay, we continuously monitor and review our processes in accordance with our Remuneration Policy.
- Diversity in the knowledge and experience of the members of the Board of Directors enhances the effectiveness of managing the Company's activities, particularly the core functions of the Board. Therefore, we oversee the nomination process for Board membership in a manner that prioritizes the principles of DEI.

This policy shall become effective upon approval by the Board of Directors.