

FORWARD FASTER QUESTIONNAIRE	SMART GÜNEŞ ENERJİSİ TEKNOLOJİLERİ ARAŞTIRMA GELİŞTİRME ÜRETİM SANAYİ VE TİCARET ANONİM ŞİRKETİ	No. of questions 14/14
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Gender Equality Target 1: Women's Leadership in the Workplace

GE1.1. Do you have a company board/governance body?

☒	Yes
☐	No

GE1.1. If yes, please provide details regarding the company's board/highest governance body:
(For 'Total Number (#)', please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros. For 'Male (%)', 'Female (%)' and 'Other (%)' please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. The percentage values must sum to 100 to move on.)

Total Number of board members (#)

11

Male (%)

55

Female (%)

45

Other (%)

0

GE1.2. What were the average gender ratios of your employees during the reporting period across different levels?

(For 'Total Number (#)', please enter only whole numbers, rounded to the nearest whole number. For 'Male (%)', 'Female (%)' and 'Other (%)' please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. The percentage values must sum to 100 to move on. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)

	Top Management	Middle Management	Professionals
Total Number (#)	24	61	72
Male (%)	71	78	71
Female (%)	29	22	29

	Top Management	Middle Management	Professionals
Other (%)	0	0	0

GE1.2A. (Optional) Please provide additional information:

The values for "Professionals" indicate the white collar employee data of the company.

GE1.3. In the reporting period, what was the average gender ratio of new employee hires and employee turnover, employees who were promoted and employees who took parental leave?

(For 'Total Number (#)', please enter only whole numbers, rounded to the nearest whole number. For 'Male (%)', 'Female (%)' and 'Other (%)' please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. The percentage values must sum to 100 to move on. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)

	New hires	Employee turnover	Employees promoted	Employees taking parental leave
Total Number (#)	502	433	90	16
Male (%)	68	51	74	0
Female (%)	32	49	26	100

	New hires	Employee turnover	Employees promoted	Employees taking parental leave
Other (%)	0	0	0	0

GE1.3A (Optional) Please provide additional information:

The female employee turnover rate is calculated by dividing the number of female employees leaving the job during the year by the total number of employees leaving the job in the same year.

GE1.4. Does the company have procedures for reporting work-related incidents of gender-based discrimination (as of the end of the reporting period)?



Yes



No

GE1.5. Do you have an organization-wide gender equality strategy/plan that identifies specific priority areas where further improvement can be made?



Yes



No

GE1.5A. (Optional) Please provide additional information:

Please see further details from below link: https://www.smartsolar.com.tr/pdf/Diversity_Equity_and_Inclusion_Policy.pdf

GE1.6. What type of action has the company taken in the reporting period with the aim of advancing equal representation, participation and leadership?
(Select all that apply)

☐	Review the requirements for board membership, and other governance bodies and committees, to remove any discrimination or bias against women.
☒	Pay equal remuneration, including benefits and bonuses, for work of equal value and ensure at a minimum a living wage for all women and men employees.
☒	Implement gender-sensitive recruitment and retention practices and proactively recruit and appoint women to managerial and executive positions and to the corporate board of directors.
☐	Offer flexible working arrangements, family-supportive practices, leave and re-entry opportunities to positions of equal pay and status.
☐	Support access to child and dependent care through services, resources and information.
☒	Establish internal policies, trainings and procedures preventing all forms of violence and sexual harassment at work.
☐	Invest in professional development opportunities, networking and mentoring and programmes that open avenues for women’s advancement at all levels and across all business areas.
☐	Conduct unconscious bias training and awareness raising on the corporate gender equality policies and action plan.
☒	Collect, analyze and use gender-disaggregated data and benchmarks to measure and report results at all levels.
☐	Implemented policies and programmes that protect and promote the sexual and reproductive health and rights and well-being of workers



The company has not taken any actions in the reporting period with the aim of advancing equal representation, participation and leadership.

Gender Equality Target 2: Equal Pay for Work of Equal Value

GE2.1. What was the average gender pay gap (comparing jobs of equal value) during the reporting period?⁽ⁱ⁾
Guidance for Gender Pay Gap: For each job level or category, companies are to calculate the gap of gross hourly earnings paid to female and male employees and report the average gap of earnings across job categories as a percentage.
(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)

	Unknown	Choose not to disclose
Average Gender Pay Gap (%) (Please input a whole number (e.g., 50% = 50))	0	☐
	☐	☐

GE2.1A. (Optional) Please provide additional information:

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. https://www.smartsolar.com.tr/pdf/Diversity_Equity_and_Inclusion_Policy.pdf

GE 2.2. What type of action has your company taken with the aim of achieving equal pay for work of equal value?
(Select all that apply)

☒	Established a policy or a commitment embedded in a broader corporate policy that addresses equal pay for work of equal value, aligned with national regulatory requirements and/or the ILO Convention 100 on Equal Remuneration, 1951.
☐	Established a pay committee that includes significant employee presence. This committee received training and acquired comprehensive knowledge of the jobs across the business. The committee reviews promotional and recruitment decisions and addresses employee concerns and complaints alongside developing in-house expertise in areas of equality and job evaluation.
☒	Established a gender-neutral job evaluation to help set up a fair pay structure, including identifying jobs where men and women are doing work of equal value and comparing their remuneration.
☒	Estimated wage gaps for jobs of equal value and making pay adjustments where needed.
☐	Undertook an objective gender pay gap audit or evaluation by internal or external parties in the past five years to ensure jobs of equal value are remunerated equally.
☒	Having put procedures in place to remediate pay inequalities (including working with unions or staff representatives).
☐	Publicly disclosed to company stakeholders the overall gap and gap by employee level of basic salary and remuneration by gender.
☐	The company has not taken any action to guarantee equal pay for work of equal value during the reporting period.

GE2.3. Please specify the gender-neutral job evaluation methodology that you have used to measure remuneration, including salary or ordinary wage and other basic fees and benefits, directly or indirectly paid, in money or in kind.ⁱ

The evaluation of a third-party company from which we receive support is carried out on a scale determined for each position according to our business line and position classes, and the salary evaluation is made by taking into account education, Smart or non-Smart work experience.