

DRAAKON GROUP A.Ş.
GENDER EQUALITY POLICY

As Draakon Group A.Ş., we believe that gender equality is one of the key components of sustainable development and work to create a working environment free from discrimination within our workforce. In this regard, we make every effort to develop gender-neutral approaches in recruitment processes, career development, promotions, work–life balance, remuneration and employee benefits.

With this Gender Equality Policy, Draakon Group adopts the principles outlined below as a general framework:

- Promoting equal opportunities, diversity and inclusiveness,
- Taking gender equality considerations into account in planning, data collection, strategy development, and budgeting processes related to activities,
- Raising awareness on gender equality and inclusiveness in business life,
- Improving institutional culture through gender equality practices and activities by collecting internal feedback via suggestion and complaint mechanisms,
- Carrying out activities aimed at preventing discrimination and harassment,
- Adopting a zero-tolerance approach toward all forms of harassment (verbal, physical, sexual, psychological, and/or emotional); ensuring that communication mechanisms for reporting harassment cases are established and that such cases are concluded through objective evaluation and appropriate sanctions,
- Ensuring equal access to training and promotion opportunities for all employees,
- Establishing and continuously improving appropriate mechanisms to ensure that the gender equality perspective is reflected in recruitment processes in a transparent and fair manner,
- Ensuring that the principle of gender equality is embraced at all levels of the organization through training programs, awareness activities and social responsibility projects,

- Developing supportive processes to help employees who are parents maintain a healthy work–life balance,
- Ensuring that all stakeholders act in line with Draakon Group standards regarding gender equality; within our sphere of influence, particularly raising awareness among our suppliers to contribute to gender equality and developing joint projects,
- Taking an active role in efforts aimed at promoting gender equality in Türkiye and globally by collaborating and forming partnerships with various institutions and organizations, particularly national and international public institutions, and supporting projects in this field.

Purpose of the Policy

The purpose of this policy is to establish a framework for creating a fair, unbiased working environment within the organization where no discrimination is made among employees based on gender.

Scope of the Policy

This policy covers our employees, subcontractors, suppliers, and the local communities in the regions where we operate.

Implementation of the Policy and Applicable Legislation

This policy commits to compliance with and implementation of the laws, regulations, and principles in force within the borders of Türkiye. Where activities are conducted outside the borders of Türkiye, the provisions that are more restrictive shall be applied, if compliance with the legislation in force in the relevant country is observed. In the event of any inconsistency between the applicable legislation and this policy, Draakon Group accepts that the provisions of the applicable legislation shall prevail.

Entry into Force of the Policy

This policy is reviewed periodically and updated when deemed necessary. The Corporate Governance and Sustainability Directorate is responsible for updating the policy.

İsmet EJDEROĞLU

CEO