



Kontrolmatik Teknoloji Enerji ve Mühendislik A.Ş.

DIVERSITY, INCLUSION and EQUITY POLICY

The purpose of this Diversity, Inclusion and Equity Policy ("Policy") is to create a guide that reflects the approach of Kontrolmatik Teknoloji A.Ş. and its affiliated companies in this area within the scope of corporate sustainability, to adopt the policy principles to all employees and all stakeholders (suppliers, stakeholders, customers, collaborators, etc.) of Kontrolmatik Teknoloji A.Ş. in all geographies where the company conducts business, and also to adopt and emphasize its approach and governance to increase positive social impacts for communities.

Kontrolmatik Teknoloji A.Ş. carries out its activities in compliance with this Policy in a transparent manner in all its companies, offices, facilities and project sites in which it operates, while taking into account sectoral expectations and needs.

Kontrolmatik Diversity, Inclusion and Equity Policy aims to support the efforts towards the principles of 'Equality at Work', 'Equal Pay for Equal Work', 'Gender Equality', 'Reducing Inequalities', 'Improving the Welfare of Disadvantaged Communities' and 'Supporting Underrepresented Employee Groups'.

IMPLEMENTATION PRINCIPLES of THE POLICY

In implementing the Policy, the Company adheres to the 10 Principles published by the UN Global Compact, of which being a signatory, the Sustainable Development Goals and the Universal Declaration of Human Rights.

The Policy forms a whole with the Business Ethics, Sustainability and Human Rights Policies.

The policy will be a source of mechanisms to establish equity, diversity and inclusion in company procedures and practices. Through this channel, the Company aims to establish Key Performance Indicators (KPIs) that will realize these values in all areas of practice, to establish monitoring mechanisms and to organize a grievance mechanism accessible by employees in case of violations. With this Policy, the Company adopts and implements the following principles and guidelines in its practices;

EQUAL OPPORTUNITY & EQUITY AT WORK

Diversity, Inclusion and Equality is the fundamental principle of Kontrolmatik A.Ş. The company strives to act in line with this principle, to support gender equality, to treat individuals and employees fairly regardless of age, pregnancy, marital status, race, origin and ethnic origin, sect, belief, ability, disability, gender, religion, political opinion, culture / social class, sexual orientation, mental or physical disability and similar issues, to promote fair opportunities in the workforce and to eliminate inequalities.

The company carries out the employment and promotion processes and career planning of its employees independently from the issues listed above, together with the human resources officer and unit manager, in accordance with legal regulations.

In recruitment advertisements, the company does not use statements that evoke a certain social identity and mass, such as military service and pregnancy, especially the characteristics listed above, and that evoke discrimination against the disabled person (such as driver's license, military service, phrases such as no health problems) without discriminating against disabilities, unless the way the job is done requires otherwise.

The company undertakes not to fall below the rate of disabled individuals whose employment is required by law in the country in which it operates and monitors the number of disabled employees in this context. The company does not consider disability as a criterion in promotion, appointment and performance interviews.

EQUAL WAGE for EQUAL WORK

The most fundamental principle of Diversity, Inclusion and Equality is to employ without tolerating discrimination in these matters, to ensure the occupational health and safety of its employees, to ensure equal remuneration for equal work without discriminating between men and women employees and to ensure that they benefit equally from career opportunities.

Kontrolmatik adopts the principle of equal pay for equal work. A balance is maintained between the wages paid by taking into account the importance, difficulty and responsibility of the job.

Human resources remuneration teams monitor annually that equal pay for equal work is provided for male and female employees.

UNDERREPRESENTED WORKING GROUPS

Kontrolmatik is committed to reducing inequalities at the workplace and in community. The company works to develop supportive projects for its employees belonging to underrepresented groups (such as women, people with disabilities, people with different ethnic origins and

nationalities, immigrants, different social and sexual identities, etc.) or for employees belonging to underrepresented groups at management levels.

While developing these projects, Kontrolmatik takes the opinions of its employees into account and includes through decision process. In times of crisis (epidemics, earthquakes, economic fluctuations, etc.), the company also considers the needs of its employees belong to underrepresented groups while re-evaluating its priorities.

In 2030, Kontrolmatik aims to increase the number of employees belong to all underrepresented groups to reach at least 25%.

GENDER EQUALITY

Kontrolmatik bases its efforts for the principle of Gender Equality on the UN Global Compact and the Women's Empowerment Principles (WEP) of which being a signatory, established in partnership with the UN Gender Equality and Women's Empowerment Unit (UN Women).

Because the Company operates in a sector where women's employment is relatively low, the Company prioritizes making women effective and competent in all areas of competencies in business life both locally and globally. It supports women empowerment of workforce, ensures women's active participation in business life at the highest level by increasing the number of women managers and employees by empowering them be more effective in leadership positions, by supporting them equally in recruitment, training and career planning processes, and ensures equal pay for equal work.

One of the most fundamental principles of the Company is to work for disadvantaged regions, communities and communities, to provide them with a quality of life in a healthy ecosystem and under fair conditions, and to continue its business activities with the responsibility of increasing their welfare.

The company aims to empower women and increase their visibility in the community to create sustainable women's welfare and create fair and prosperous living conditions for women, to contribute to the social development of women and girls living in communities living in all disadvantaged regions and geographies especially in the geographies where it operates, and thus aims to continuously grow by integrating "sustainable women power" into the workforce.

In the short list presented to managers for recruitment interviews, it is ensured that candidates who reveal their gender orientation are included in equal proportion.

In 2030, Kontrolmatik aims to increase the number of female employees to reach at least 25%.

WORKING ENVIRONMENT and WORKING CULTURE

Healthy and Safe Office

Occupational health and safety of employees is one of the fundamental facts that the Company prioritizes in its operations. Each and every employee of the Company makes reliability a personal value that they live every day. To control risk and prevent harm, Kontrolmatik is focused on achieving the highest standards of health, safety and security management. The company achieves this focus by setting an effective policy and establishing clear standards that support health, safety, security and environmental management systems within ISO 45001: Occupational Health and Safety within ISO Integrated Management Systems.

In addition, the Company has adopted a policy to increase employee welfare and loyalty in terms of social and cultural aspects with social areas such as coffee corners in house, library, recreational and play areas, flexible working hours and remote working opportunities subjected to manager approval.

Inclusive Training

Kontrolmatik ensures Equal Opportunity in Training not only in the context of women and men, but also regardless of any factor such as age, faith, belief, disability, etc. as defined above.

In line with R&D targets, employees are targeted to receive at least 40 hours of training annually, and all employees are encouraged to pursue postgraduate training for R&D activities.

Kontrolmatik is committed to working with all its strength to become an exemplary organization in terms of quality by managing its activities in an integrated manner with the Environment, Occupational Health and Safety Management Systems in order to encourage innovative and creative approaches and to carry out trainings that will increase technical and behavioral competencies.

Employee Engagement and Satisfaction

Employee engagement and satisfaction is regularly measured by independent international companies in order to receive feedback from employees and to identify actions to increase employee engagement and satisfaction. Employee engagement and satisfaction survey results are monitored at least on a gender basis.

Complain Mechanism

On the main page of our company's website, the e-mail address info@kontrolmatik.com is indicated in a publicly accessible manner. It is actively used as a defined ethics line. Incoming

complaints and suggestions are evaluated by a defined ethics committee and necessary actions are taken.

The organization has an effective complain procedure, employees are informed and it is effectively implemented for employee feedback, the results of which are addressed in the human resources action plan.

At the same time, the Investor Relations Unit and the Legal Department can be reached instantly by direct telephone and all kinds of suggestions and complaints can be submitted in writing or verbally.

Privacy Policy and Protection against Retaliation

Reports are handled with due diligence and confidentiality. The whistleblower is protected and assured that he or she will not be subjected to any pressure, coercion or criminal sanction for his or her action.

NOMINATION OF THE BOARD OF DIRECTORS

Kontrolmatik appoints the members of the Board of Directors in accordance with the relevant regulations, particularly the Turkish Commercial Code and the Capital Markets Law, and the provisions of the Company's Articles of Association. A sufficient number of independent members of the Board of Directors are elected by the General Assembly within the framework of the principles regarding the independence of the members of the Board of Directors specified in the Corporate Governance Principles of the Capital Markets Board.

In the process of nominating candidates for the Board of Directors, the Company pays attention to the selection of members among candidates who are independent from each other, who have the qualifications to protect the interests of all stakeholders in good faith.

The selection of candidates is based on their knowledge, experience, competence and diversity of experience in different areas of expertise in accordance with the Company's global corporate and sustainability management, and to the extent that they can positively shape the effective management of the Company's activities and the strategic decisions taken on future business plans.

Therefore, it is aimed to ensure diversity in candidates in terms of age, gender, race, nationality, nationality, ethnicity, etc.

In this context, during the nomination process for the Board of Directors, it is aimed to prioritize female candidates among candidates with the same qualifications in terms of knowledge,

experience and competence, and to ensure that the ratio of female members in the Board of Directors of Kontrolmatik reaches at least 30% in 2025 and meets European norms.

AUTHORITY and RESPONSIBILITIES

All Kontrolmatik Teknoloji A.Ş. employees are obliged to transparently comply with, adopt and develop this Policy.

The Board of Directors, Senior Management and the Sustainability and Environment Department are responsible for monitoring, reviewing and, where necessary, revising the achievement of the measurable objectives contained in this policy.