

NUROLHOL-C-2024-0027-ENG  
Gender Equality Policy

## NUROL HOLDING GENDER EQUALITY POLICY

At Nurool Holding, we are committed to fostering an equal and safe working environment across our entire value chain, including our group companies, subsidiaries, businesses, and projects, and to promoting a workplace free from all forms of discrimination.

As a signatory to the United Nations Women's Empowerment Principles (WEPs), we are guided by the goals, principles, and regulations outlined in international conventions to which Türkiye is a party, including the UN Women, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the UN Sustainable Development Goals (SDGs), as well as national legislation. Our goal is to achieve gender equality in business and foster women's economic empowerment.

We are committed to incorporating the following principles into this policy, to be implemented in conjunction with Nurool Holding's "Code of Governance":

- To plan and execute all business processes and stakeholder relations with a strong focus on respecting human rights and promoting gender equality,
- To follow and adhere to declarations of initiatives advocating for gender equality at both national and international levels,
- To ensure an equitable, fair, and inclusive work environment free from gender stereotypes, with equal representation of women and men in all written and visual materials, using communication language that is free from sexism, and prohibiting gender-based discrimination,
- To eliminate gender-based discriminatory attitudes, behaviors, and language in both internal and external communications, and promote gender-sensitive communication practices,
- To ensure non-discrimination based on employees' personal characteristics in all human resources processes, including recruitment, promotion, performance evaluation, termination, and benefits, and to conduct these processes based solely on employees' knowledge, skills, experience, competence, and performance levels,
- To ensure equal opportunities for all employees to access training and career advancement,
- To provide equal opportunities for all employees, regardless of gender and sexual orientation, to participate in decision-making and hold senior positions,
- To implement the principle of "equal pay for equal work" for all employees, regardless of gender or other personal characteristics,
- To address workplace issues from a gender equality perspective and ensure transparent evaluation of complaints and suggestions related to gender inequality,
- To adopt the principle of gender equality in the workplace, space design, new practices, and the supply chain,

- To support the development and implementation of corporate social responsibility programs and projects focused on gender equality in collaboration with various non-governmental organizations,
- To develop in-house communication and training programs to raise awareness of gender equality among our employees, suppliers, and customers.

This Policy is subject to periodic reviews and updated as required, with the Nurool Holding Corporate Communications and Sustainability Department being responsible for its updates. It was approved by the Board of Directors of Nurool Holding Inc. on 25.04.2024 with decision number 2024/6 and came into effect on the same date.