



MAXXEN GENDER EQUALITY POLICY

INTRODUCTION

As MAXXEN Energy, we understand that gender equality is not just a basic human right; we also believe that it is an indispensable element of economic, social and cultural development. We take active responsibility for our employees, suppliers, business partners and all stakeholders to adopt gender equality.

1. PURPOSE AND SCOPE

- The purpose of this policy is to strengthen the principles of equality, diversity and inclusion in all activities of MAXXEN Energy; to support women's participation in the workforce, equal opportunities and empowerment. The policy covers all our employees, management staff, business partners and stakeholders.

2. OUR PRINCIPLES

- **Equal Opportunities:** We do not include gender discrimination in recruitment, career development, training, remuneration and promotion processes.
- **Participation and Representation:** We encourage women to take an active and active role in decision-making mechanisms and management levels.
- **Work and Family Harmony:** We support flexible working opportunities to enable our employees to maintain their work-life balance.
- **Awareness and Training:** We organize training and awareness programs to raise awareness among our employees about gender equality.
- **Safe Working Environment:** We adopt the principle of zero tolerance against all forms of discrimination, harassment and violence.
- **Women's Empowerment:** We carry out projects to increase women's employment, support their professional development and encourage them to take part in leadership positions.
- **Collaboration with Stakeholders:** We actively contribute to and support gender equality efforts by collaborating with non-governmental organizations, public institutions and the private sector."

3. IMPLEMENTATION AND MONITORING

- Goals that consider gender equality are determined and implemented in all processes.
- Diversity and equality indicators are regularly monitored and reported.
- The results are shared in an open and accessible form through sustainability reports.
- The implementation of the policy is regularly monitored by senior management and updated as needed.

RESULT

MAXXEN Energy implements its gender equality policy in cooperation with its employees, business partners and all stakeholders; aims to create an inclusive, fair and sustainable working environment.