



Equal Opportunity and Diversity Policy

Opsan Group companies, we are aware of the importance of diversity in developing our culture and achieving strong business performance. We make the necessary efforts to create a working environment where our employees feel valued and respected.

Opsan Group companies, we strive to create an open and inclusive work environment where all people are supported and can contribute fully. We strengthen the loyalty of our employees by creating a safe, respectful and harassment-free work environment for our employees in all our locations . We value an inclusive work environment where all employees have equal opportunities and the uniqueness of each team member is valued.

Opsan , we value and respect the diversity of our employees through inclusive leadership and talent management processes. We are committed to advancing diversity and career development and improving every process of our company. We offer a working environment where employees feel fully included, regardless of their differences, and where they will respect each other's rights and dignity in all their behaviors.

In this context, in all recruitment and other human resources processes, decisions are made and actions are taken by taking into account only the knowledge, competence and skills of the person, without making job-related decisions based on discriminatory criteria such as age, gender or sexuality. All employees are provided with the same and equal opportunities regardless of their position. We also encourage women to join the workforce and strive to increase the proportion of women among our recruits.

We empower our managers, suppliers, customers and all business partners to act with integrity at all times. We welcome ideas and perspectives from all backgrounds and cultures in the workplace to deliver better products and better service.

Opsan , all employees are important and valuable, regardless of your gender, cultural identity, age, ethnicity, race, religious belief, mental and physical condition.

We foster a diverse and inclusive culture by:

- Recruiting and developing the best and brightest talent
- Creating an environment where employees can reveal their uniqueness and competence
- Creating an inclusive supply chain that fosters innovation and economic development through more suppliers
- Investing in the communities in which we operate

Our Diversity Vision : To be a leading employer that advocates an inclusive and equal approach. We value and respect all our employees who enrich us in this respect.

Our Diversity Mission : Opsan Group Companies are committed to promoting a corporate culture that accepts all diversity as richness.

As leaders, we strive to recruit, retain and develop diverse talent across our organization. We do not tolerate discrimination or harassment in our processes. We are taking determined steps to create an inclusive environment. Our Board of Directors continues to support a diverse and inclusive culture through our Human Resources and Culture policies .