

Executive Gender Equality Plan

EPA A.Ş.

Reference period: 2025–2028

1. Institutional Commitment

EPA Ticaret Makina Sanayi ve Turizm İşletmeleri A.Ş. (“EPA”) is committed to promoting **gender equality, equal opportunities, and non-discrimination** across all levels of the organisation, in line with the principles of the **European Commission** and **Horizon Europe**.

EPA recognises gender equality as a **structural and strategic objective** that contributes to high-quality decision-making, organisational performance, and long-term sustainability.

This Gender Equality Plan (“GEP”) is formally endorsed by senior management, publicly available, and applies to the entire organisation.

2. Governance & Leadership Endorsement

Gender equality is embedded at the highest level of EPA’s governance structure:

- **50% gender balance at Board level**
- **Chairperson of the Board is a woman**
- **This GEP is approved and signed by the Chairwoman**

Senior management holds responsibility for the implementation, monitoring, and continuous improvement of this plan.

3. Baseline Situation

EPA’s current gender equality indicators are as follows:

- **Overall workforce:** Women represent ~33%
- **White-collar workforce: 50% women**, demonstrating gender balance in professional roles
- **Decision-making bodies: 50% women at Board level**

EPA acknowledges its strong position in leadership and white-collar representation while recognising the need to further improve overall workforce balance.

4. Priority Areas

EPA addresses the following **priority areas**, consistent with European Commission GEP guidance:

1. **Gender balance in recruitment and career progression**
 2. **Gender balance in leadership and decision-making**
 3. **Equal working conditions and equal opportunities**
 4. **Organisational culture based on fairness, inclusion, and respect**
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5. Objectives & Targets (by 2028)

EPA commits to the following measurable objectives:

- Increase **overall female workforce representation to 50%**
 - Maintain **at least 50% female representation in white-collar positions**
 - Maintain **gender balance (50%) at Board level**
 - Further strengthen **support for women in leadership roles**
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6. Measures & Actions

To achieve these objectives, EPA commits to:

- Applying **transparent, inclusive, and gender-neutral recruitment procedures**
 - Encouraging female candidates to apply across all roles
 - Supporting women's **career development and leadership progression**
 - Ensuring **equal pay for equal work** and equal access to promotion
 - Maintaining a **zero-tolerance approach** to discrimination or bias
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7. Monitoring, Reporting & Review

- Gender equality indicators will be **monitored on an annual basis**
 - Progress will be reviewed by senior management
 - This GEP is a **living document** and will be updated as necessary
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8. Public Availability

This Gender Equality Plan is **publicly available** on EPA's website and is communicated internally to employees, in accordance with **European Commission transparency requirements**.

9. Approval

This Gender Equality Plan is formally approved and endorsed by:

Eda Karakaya
Chairwoman

A handwritten signature in black ink, appearing to read 'Karakaya', written over the printed name.