

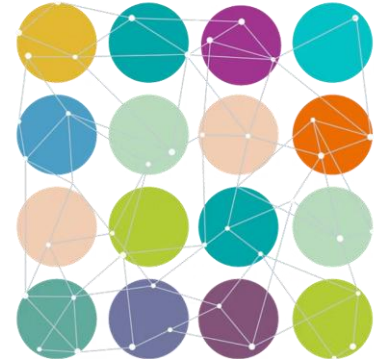
2026 – 2028

AesEnergy Gender Equality Plan

AesEnergy is a Turkey-based energy research and technology company committed to embedding gender equality into its organisational culture, human resources practices, and research activities. This Plan sets out concrete, time-bound measures to identify gaps, correct imbalances, and create equal opportunities for all employees regardless of gender at every stage of their career.

PREPARED FOR EU-FUNDED PROJECT PARTICIPATION

ISTANBUL, TÜRKİYE



2026 | 2027 | 2028

Why This Plan Exists

The Starting Point

Like much of the wider energy engineering and technology sector, AesEnergy's workforce is currently male-dominated, particularly in technical and R&D roles. Rather than treating this as a fixed condition, AesEnergy views it as the starting point from which to build a fairer, more inclusive organisation.

Our Commitment

This Gender Equality Plan (GEP) sets out concrete, time-bound measures to identify gaps, correct imbalances, and create equal opportunities for all employees, regardless of gender, at every stage of their career with the company.

The Plan meets minimum institutional requirements for a GEP under EU-funded research and innovation programmes (including Horizon Europe eligibility criteria), and reflects AesEnergy's good-faith commitment to equality, diversity and inclusion as it scales.

National & Legal Context

AesEnergy operates under Türkiye's legal framework for gender equality, and its internal policies are designed to meet and where possible exceed these national minimum requirements while aligning with EU-funded programme expectations.

Article 10, Turkish Constitution

Guarantees equality before the law regardless of sex; obliges the State and public institutions to ensure equality in practice.

CEDAW & Istanbul Convention

Türkiye ratified CEDAW in 1985 and was the **first country** to sign (2011) and ratify (2012) the Council of Europe Convention on Preventing and Combating Violence against Women.

Labour Law No. 4857

Prohibits sex-based discrimination in employment and sets out obligations for equal treatment, maternity and parental leave.

Human Rights & Equality Institution Law No. 6701

Further provisions prohibiting discrimination, including on the basis of gender. Türkiye also aligns its R&I policy environment increasingly closely with EU standards as a candidate country.

Data Collection & Monitoring

AesEnergy commits to collecting, monitoring and internally reporting sex/gender-disaggregated data as the basis for evidence-based action. Data protection principles under Turkish and EU law will be observed at all times. Given the company's current size and stage of growth, this Plan will be formally reviewed and updated every two to three years, or sooner if headcount or structure changes significantly.



Staff Breakdown

Maintain and annually update a gender-disaggregated breakdown of all staff by role, department and seniority level.



Recruitment Tracking

Track the gender ratio of applicants, shortlisted candidates and new hires for every open position.



Promotions & Pay

Monitor the gender distribution of promotions, salary bands and leadership positions on an annual basis.



Training Participation

Record participation in training and professional development activities by gender. Review all data with management at least once a year, with findings used to adjust the actions in this Plan.

Training & Capacity Building

AesEnergy will establish a structured programme of gender equality awareness and training, coordinated by the person(s) responsible for HR/Gender Equality. All new employees receive an introduction to AesEnergy's gender equality commitments as part of onboarding, and all staff are offered refresher training at least once a year.

Unconscious Bias

Fundamentals of gender equality and implicit bias in recruitment and everyday decision-making.

Inclusive Leadership

Gender-sensitive and inclusive leadership practices for managers and team leads.

Prevention

Recognising and preventing discrimination, harassment and gender-based violence in the workplace.

Gender in R&D

Integrating a gender dimension into research, product design and innovation activities.

Work-Life Balance

Healthy distribution of workload within teams and work-life balance awareness.

Recruitment & Career Progression

AesEnergy recognises that its technical and R&D roles are currently male-dominated, reflecting patterns common across the energy engineering sector in Türkiye and beyond. The company is committed to actively and fairly widening the candidate pool, removing unintended bias from hiring and promotion processes, and ensuring that career progression is based solely on merit and performance.

Gender-Sensitive Recruitment

- Review and standardise all job postings to use neutral, inclusive language and remove implicit bias **(Short Term)**
- Provide unconscious-bias training to everyone involved in shortlisting and interviewing **(Medium Term)**
- Actively reach out to female engineering and STEM graduates through university partnerships and internship programmes **(Medium Term)**
- Track and report the gender ratio of applicants, shortlisted candidates and hires for every vacancy **(Short Term)**

Equal Career Progression

- Establish a clear, criteria-based policy for promotion and salary review, applied consistently to all employees **(Medium Term)**
- Monitor promotion and remuneration decisions annually for any gender-based patterns and address them where identified **(Medium Term)**
- Actively encourage and support women's participation in leadership and decision-making roles as the company grows **(Long Term)**

Preventing Discrimination, Harassment & Gender-Based Violence

AesEnergy does not currently have a formal, dedicated mechanism for reporting and handling sexual harassment, discrimination or gender-based violence. Establishing one is a **prioritised action** of this Plan. AesEnergy commits to building a clear, confidential and safe complaints and support system for all employees, in line with Turkish Labour Law No. 4857 and the Turkish Penal Code.

1

Formal Policy

Draft and publish a written policy covering sexual harassment, discrimination, bullying and gender-based violence. Designate a confidential contact person (or, as the company grows, a small committee) to receive and handle complaints. Define a clear investigation and disciplinary procedure, guaranteeing confidentiality and protection from retaliation for complainants. **(Short-Medium Term, Management/HR Focal Point)**

2

Staff Awareness

Introduce the policy to every new employee as part of onboarding. Provide annual refresher awareness sessions for all staff. Make the reporting channel and procedure easily accessible (e.g. shared intranet, printed notices, onboarding pack). **(Short-Medium Term, HR Focal Point/Management)**

3

Safe Reporting Environment

Guarantee confidentiality and a clear non-retaliation commitment in writing. Provide, or refer employees to, external psychological or legal support where needed. **(Medium-Long Term, Management)**

Gender in R&D & Work-Life Balance

SECTION 3

Gender Dimension in Research, Technology & Innovation

AesEnergy recognises that considering gender in the design, development and deployment of energy solutions can improve their relevance, safety and adoption for all end users, and values a more gender-balanced R&D team for the quality and creativity of its work.

- Provide awareness training on the relevance of gender considerations in energy technology design and end-user research **(Medium Term, R&D Lead/Project Managers)**
- Where relevant to a project (e.g. end-user studies, pilot deployments), collect and analyse sex/gender-disaggregated data **(Medium Term)**
- Set an internal, realistic target to increase the share of women in technical and R&D roles over the next three to five years **(Long Term)**
- Support and fund participation of female engineers and researchers in relevant conferences, training and networking events **(Long Term)**

SECTION 4

Work-Life Balance

AesEnergy recognises that an unequal distribution of caregiving and domestic responsibilities can disproportionately affect employees' careers, and is committed to supporting a genuinely family-friendly and flexible workplace for everyone, regardless of gender.

- Formalise maternity, paternity and parental leave provisions in line with, or exceeding, Turkish Labour Law No. 4857 **(Short Term, Management/HR)**
- Offer flexible working hours and remote-work arrangements where the role and project needs allow **(Medium Term)**
- Raise awareness at leadership level about the risk of unequal informal workload distribution between men and women **(Medium Term)**
- Encourage realistic working hours and discourage a culture of excessive overtime as the company grows **(Long Term)**
- Offer phased or flexible return-to-work arrangements following parental or care-related leave, and designate a point of contact to support employees during and after leave **(Medium Term, HR Focal Point)**

Institutionalisation & Governance

For this Gender Equality Plan to be effective, it must be formally adopted, resourced, and regularly reviewed rather than remaining a static document. AesEnergy commits to the following governance arrangements.

Formal Adoption

Formally sign and publish this Plan as an official company document, communicated to all employees. Make the Plan publicly available (e.g. on the company website) to support transparency and EU project eligibility requirements. **(Short Term, Top Management)**

1

Monitoring & Review

Hold an annual internal review meeting to assess progress against the indicators and actions in this Plan. Formally update the Plan every two to three years, or sooner if warranted by company growth. **(Short–Medium Term, Management/Gender Equality Focal Point)**

2

3

Dedicated Resources

Designate a Gender Equality Focal Point within HR/Management, with allocated time to coordinate implementation. Allocate a modest annual budget for training, awareness materials and related activities. **(Short–Medium Term, Top Management)**

- ☐ AesEnergy's commitments in this Plan are aligned with **United Nations Sustainable Development Goal 5 (Gender Equality)** and with the broader gender equality principles promoted within the European Research Area and EU-funded research and innovation programmes.

Approval & Commitment

This Gender Equality Plan has been reviewed and approved by AesEnergy's top management and constitutes the company's official, publicly available Gender Equality Plan.



Approved By

Mehmet Akif AK



Date

02.01.2026



Signature



AesEnergy is committed to embedding gender equality into its organisational culture, human resources practices, and research activities — building a fairer, more inclusive organisation as it scales its operations and participates in national and European-funded research and innovation projects.

AESENERGY — ENERGY RESEARCH & TECHNOLOGY

İSTANBUL, TÜRKİYE

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