



Sustainability Approach

November 2024

Sustainability **D**efending **T**echnology.

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Message from the Founder & Chairperson

Mehmet Dora

In my 40+ year career in the Aerospace & Defence industry, it has been a privilege to witness the transformation of this sector in Türkiye and be part of its story of growth and innovation – crucial elements for sustainability.

Since I founded SDT Space & Defence Technologies, we have been committed to carrying **Turkish engineering capabilities to the global stage, investing in our people and business, and supporting our community as we grow.** With this document, we have now formally committed to taking care of our environment to the best of our abilities. As one of the few private Space & Defence companies to go public in Türkiye, we see this as our responsibility.

We are motivated that the technology we develop can build Turkish, NATO and other allied country **deterrence against war & resilience against climate change;** two significant threats that are man-made. The way we see it, formally integrating sustainability pillars to the way we do business is not an option, but **a must** for the benefit of our people, planet and prosperity.



Message from the GM

Ömer Korkut

SDT was established in 2005 with the ambition to become an important player in the fast-growing national defence industry. Since then, we have been taking on different challenging initiatives to contribute to our national security with our indigenous solutions and products while focusing on our own sustainable and steady growth in the sector as well.

Today, we all accept that our planet faces one of the biggest global challenges of all time; climate change. This is an era in which we all have common personal and institutional responsibilities to secure a sustainable future.

Being fully aware of this fact, at SDT we committed ourselves to be a part of the global effort to mitigate possible destructive results of this hard-to-avoid phenomenon. We integrate sustainability throughout our corporate strategy and keep taking actions in three principal categories-environmental, social and governance.

Even though the stakes have never been higher for the planet and the society, we keep the faith that we can overcome this great difficulty with a solid, collective and coordinated cooperation at a global scale.



About This Document

This document has been prepared to communicate the sustainability approach of SDT Space & Defence Technologies. This is the inaugural document sharing SDT's commitment to sustainability with its stakeholders. This document highlights the actions we have taken to (1) craft a sustainability strategy & governance framework, (2) track sustainability data, (3) set sustainability targets, and (4) communicate the realization of these targets to our stakeholders. As reflected in our approach to preparing this document, as a technology company we value simplicity and succinctness.

SDT is primarily a software and electronic manufacturing company, operating out of leased offices of 4,500m². SDT is preparing to relocate to its owned 16,000m² offices in 2025 at the HAB Aerospace Zone, and we expect our energy and utility consumption to increase in correlation. Given the importance of comparing data from year-to-year, we believe that 2026 will demonstrate to be our base year for communicating accurate and comparable environmental data. Nonetheless, we have taken the step to start tracking our environmental data to share with our stakeholders and gain valuable insight to set our course right for long-term sustainability. This document covers our sustainability strategy and indicates our contribution to the UN Sustainable Development Goals (SDGs). For questions about the report, you can reach out to info@sdt.com.tr. Comparable data refers to year end 2023 and any other corporate data is latest as of 3Q2024.

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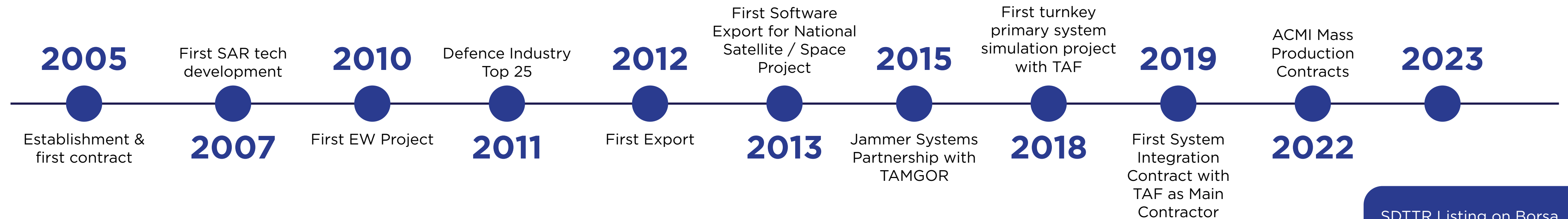
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About Us

Who We Are & What We Do

SDT Space and Defence Technologies was founded in 2005 by Mehmet Dora & operates in ODTÜ Teknokent, Ankara. Since its founding, SDT develops competitive, innovative, comprehensive technological products. While SDT's specialties lie primarily in aerospace and defence systems design and production, we also focus on dual-use products that are transferred to other value-added sectors as well.

Milestones



SAR: Synthetic Aperture Radar
 EW: Electronic Warfare
 ACMI: Air Combat Manouvering Instrumentation

SDTTR Listing on Borsa Istanbul (21.12%)

Investment in CEY Savunma (100%) & Sirius Design Lab (40%)

Our Mission & Vision

Mission

To provide sustainable, competitive, and reliable Turkish products and engineering solutions both in national and international markets by respecting all stakeholders' interests.

Vision

Being the preferred technology company both in national and international markets due to:

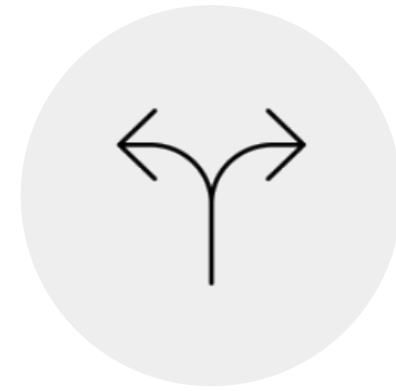
- sustainable, competitive and reliable products,
- agile and cooperative approach,
- value creation for all its stakeholders.

Values



Innovative

Makes use of promising new technologies in the design and development of innovative products and implements innovative practices.



Agile

Makes quick and straightforward decisions, takes prompt action, and adapts to changing conditions without loss of progress.



Efficient & Effective

Carries out all its activities in a way that leads to the added value generation and by optimizing resource use.



Team Spirit

Implements and supports the principle of devoted collective work to achieve the common corporate goal.



Solution - Oriented

Carries out all kinds of activities with a perspective that is focused on the future, company objectives and results.



Continuous Improvement

Continuously assesses and improves corporate processes and activities based on the requirements of the prevailing period, sector, market and technologies.

Products



Mission Systems

- Platform Management Systems (eg. UAV Flight Control Computer)
- Data Recorder Systems
- Weapon Control Systems
- Mission Computers



Simulation Systems and Information Technologies

- Land, Naval & Air Combat Simulation Systems
- Satellite Ground Station Solutions
- AI Supported Image Processing
- Energy Systems Solutions



Radar, EW, Communication Systems

- Synthetic Aperture Radar
- RF Signal Analysis System
- Anti-Ship Missile Simulator
- DF Systems
- Data Link Systems

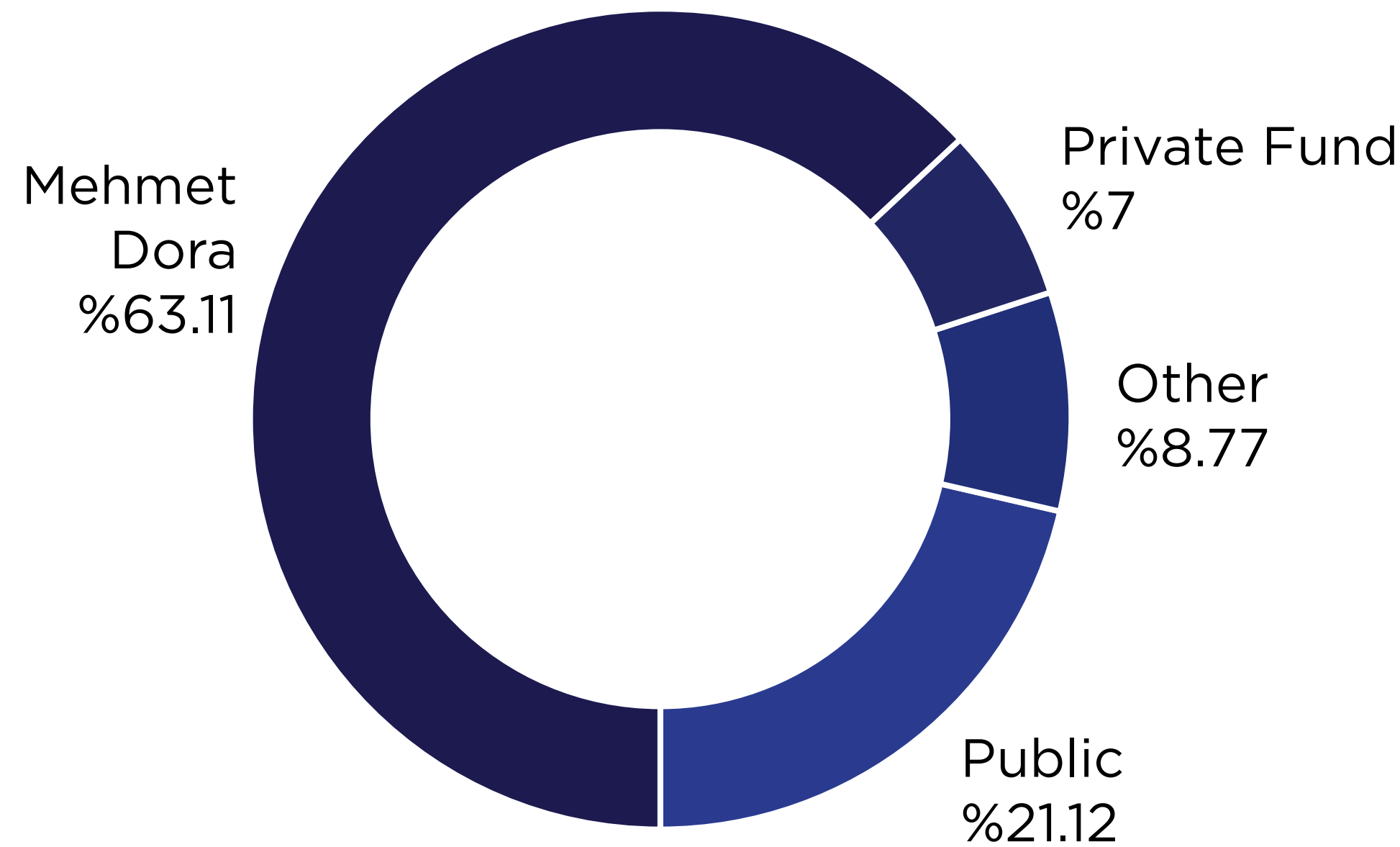


Production Programs

- RF Jammer Systems
- Precision Guidance Kit Electronics
- Aircraft & UAV Arresting Systems

Ownership & Group Companies

Ownership Structure



Group Companies & Partnerships



50/50 JV for RF Jammer Systems



40% owned: advanced technology R/P&D in defence systems



100% owned: naval simulation systems

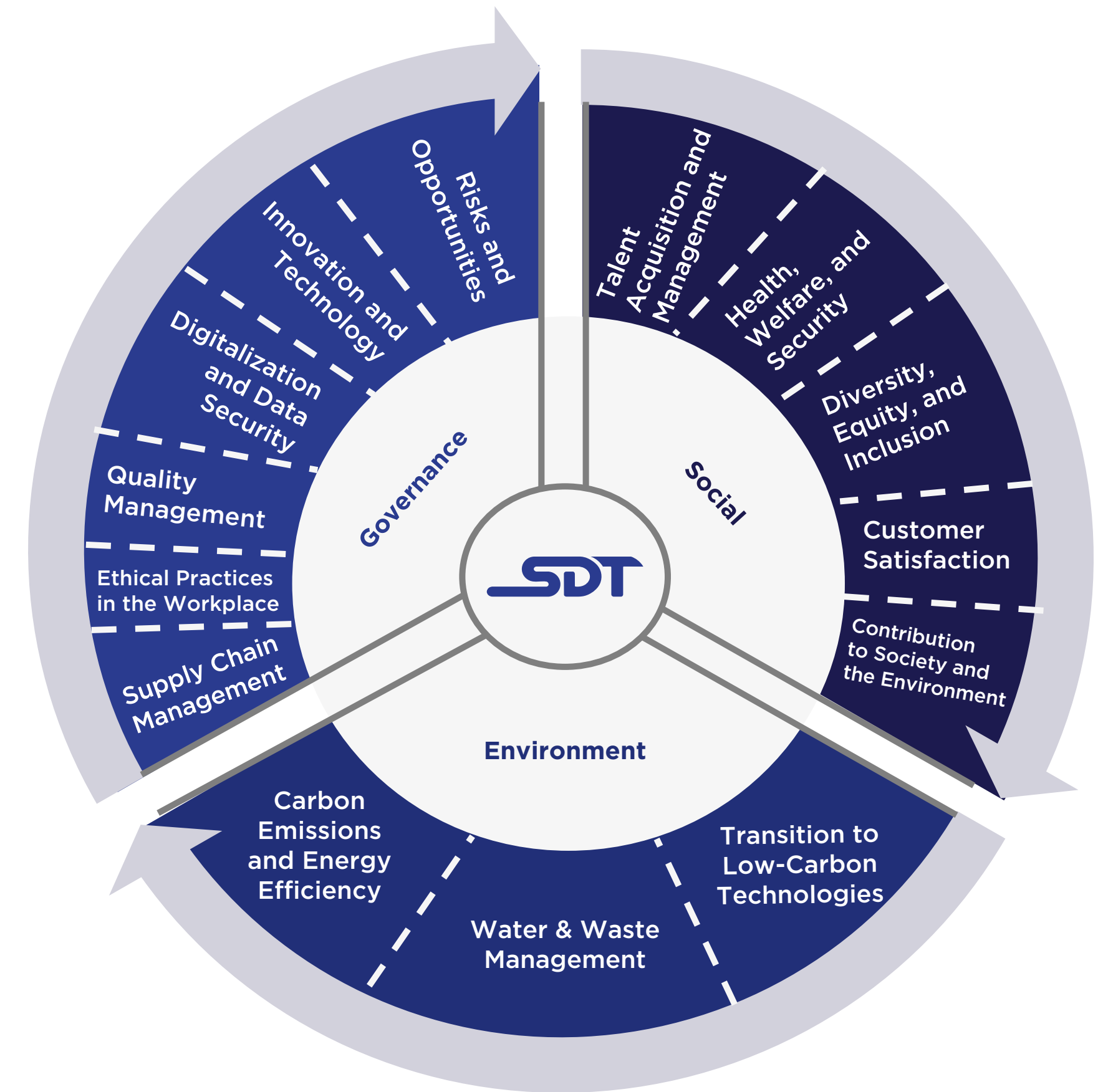


100% owned SDT company to lead operations in Azerbaijan

Sustainability Approach

At SDT, sustainability is a **holistic** framework to view our company. This year, we have officially commenced our sustainability strategy and adopted “Sustainability, Defending Technology” as our motto to communicate our intent for the future. This employee suggested motto was selected by a company wide survey among others. We are mindful of respecting all our stakeholders in how we do business, more than ever. We are also conscious that sustainability is an active process that we must assess, nurture and improve upon on an ongoing basis.

Three pillars form the foundation of our sustainability approach; planet, people, and governance. Our work with PwC has helped us formally craft our sustainability approach: priorities and action based on stakeholder feedback, as well as diagnosis of risks and opportunities under these pillars. PwC also held a company-wide training session to align collective knowledge and action taking. Our sustainability strategy has been presented to and approved by the board.



Sustainability Governance

Sustainability Coordinator

Beril DORA
Board Member

Sustainability Committee

Ömer KORKUT
General Manager

Erkan DORA
Deputy GM,
Operations

Deniz ALTIN
Business
Development
Director

Burak ATAGÜN
Production
Program Director

Cüneyt KARACAN
Project Control
Office Manager

Selda ÇAYAN
HR Manager

Aslı YAKAR
Acquisition Manager

Kemal Semih DOĞU
Quality Control Manager

Esen AKTÜRK
Finance Manager

Özkan YAZGAN
Corporate
Information
Manager

Erkan KARAHANOĞULLARI
Administrative Manager

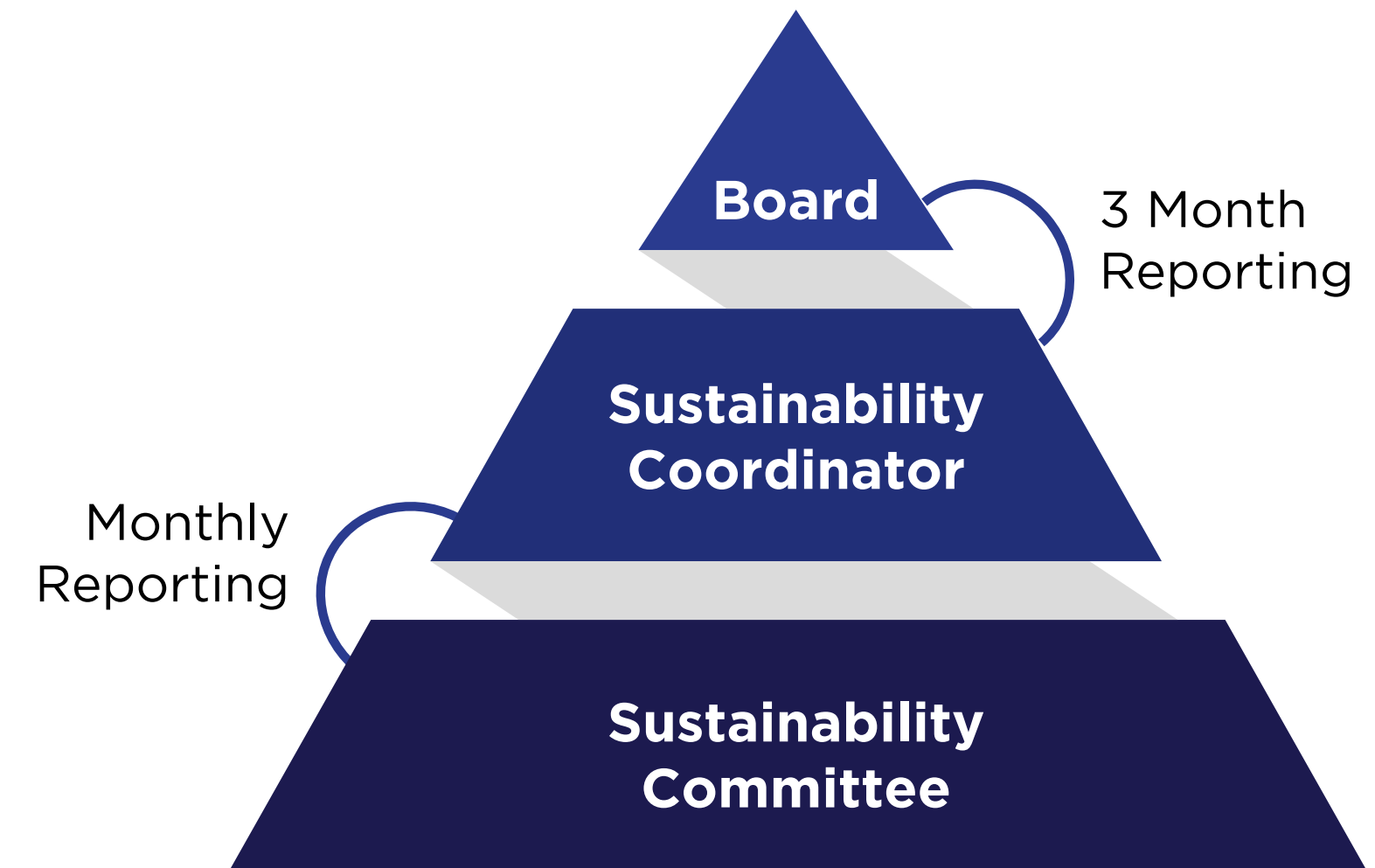
The Board of Directors have established a “Sustainability Committee” on February 2024.

Monthly Reporting consists of reviewing:

- Sustainability roadmap
- Improvements to data collection flows
- Policy improvements
- Suggestions

3-month report to the board consists of highlighting:

- Updates on sustainability target progress
- Yearly policy & reporting approval



Material Topics

In order to set our sustainability priorities, we went through the following steps;

- Reviewed sector topics, as well as global risk and sustainability trends reports,
- Identified topics and impacts relevant to our company that relate to 15 material topics within our three pillars,
- Assessed the significance of impacts through surveying our stakeholders (employees, customers, suppliers, operational and financial partners, board members and management).

We identified short, medium and long-term goals for each of these 15 material topics in our strategic master plan for sustainability. These 15 topics are inclusive of 11 SDGs. Our designated priority SDGs are climate action, quality education, industry/innovation & infrastructure, responsible consumption & production, decent work & economic growth.

	Governance	Planet	People
1	Corporate Risk Management	Carbon Footprint & Energy Efficiency	Health, Wellbeing & Safety
2	Innovation & Product	Waste Management	Talent Acquisition & Management
3	Digital Transformation & Data Security	Water Management	Customer Satisfaction
4	Quality Management	Low Carbon Technology Transition	Diversity, Equality & Inclusion
5	Ethical Work Principle		Caring for the Community
6	Supply Chain Management		



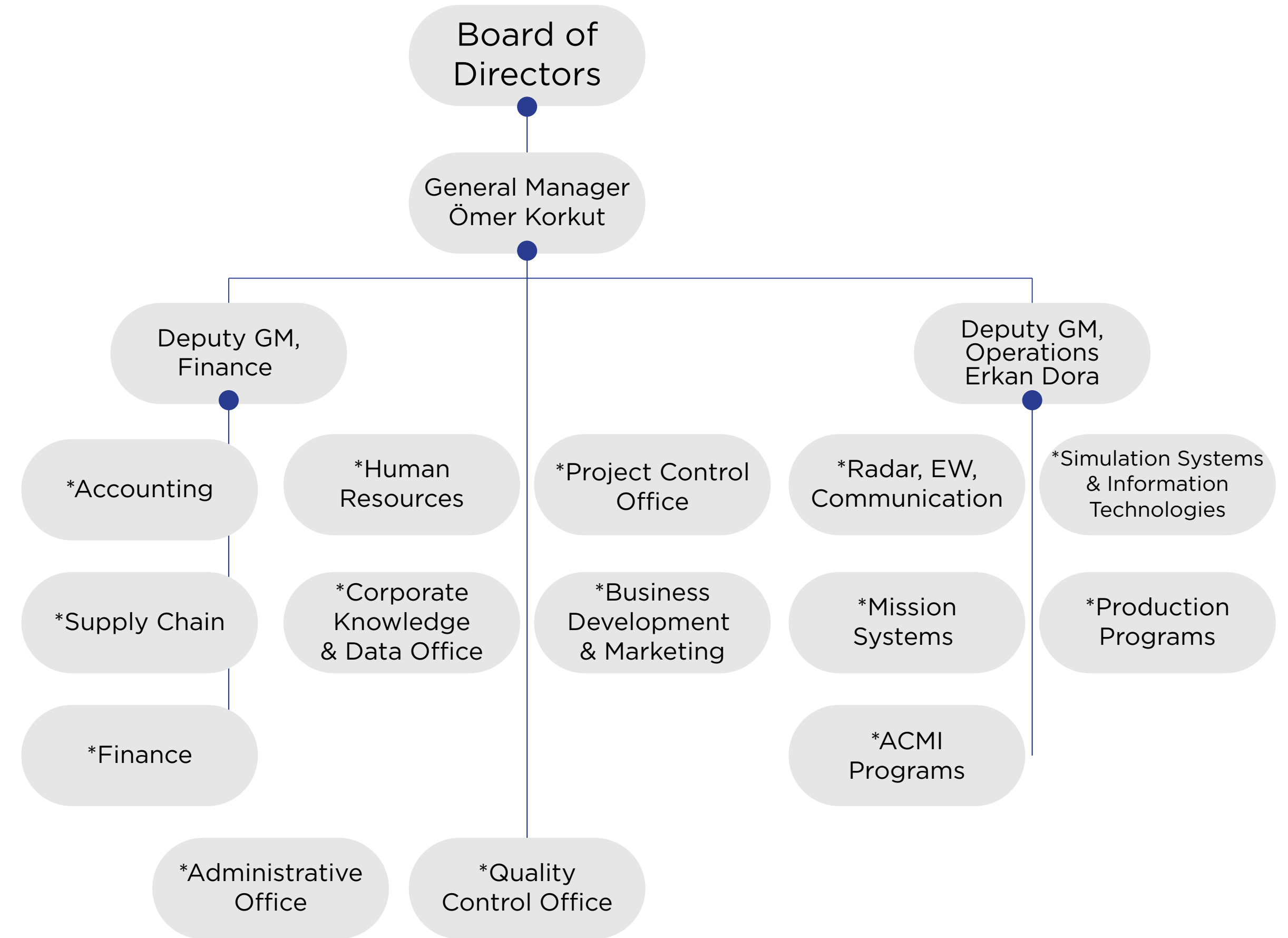
Governance Approach

	Short - Term (2024)	Medium Term (2025 - 2029)	Long Term (2030)
   	Corporate Risk Management <ul style="list-style-type: none"> ESG committee and governance set-up Risk & opportunities designation Updating policies 	<ul style="list-style-type: none"> Sustainability Index GRI, TSRS 1 & 2 Compliant Reporting 	<ul style="list-style-type: none"> Sustainability Index score improvement GRI, TSRS 1 & 2 Compliant Reporting
 	Innovation & Product <ul style="list-style-type: none"> R&D roadmap & incentive set-up 	<ul style="list-style-type: none"> Increase in R&D spend based on % of revenue 	<ul style="list-style-type: none"> Increase in R&D spend based on % of revenue
   	Digital Transformation & Data Security <ul style="list-style-type: none"> 10% reduction in y-o-y paper use 50% process digitalization Maintenance of ISO 27001 	<ul style="list-style-type: none"> 20% reduction in y-o-y paper use 75% process digitalization Maintenance of ISO 27001 	<ul style="list-style-type: none"> 30% reduction in y-o-y paper use 50% process digitalization Maintenance of ISO 27001
 	Quality Management <ul style="list-style-type: none"> ISO 14001 & 45001 certificate prep 	<ul style="list-style-type: none"> ISO 14001, ISO 45001 	<ul style="list-style-type: none"> ISO 50001
	Business Ethics <ul style="list-style-type: none"> Business Ethics training 	<ul style="list-style-type: none"> Business Ethics training 	<ul style="list-style-type: none"> Business Ethics training
 	Supply Chain Management <ul style="list-style-type: none"> Supply chain formal mapping and diversification Supplier Awards 	<ul style="list-style-type: none"> Supply chain early risk identification system set up 	<ul style="list-style-type: none"> Supply chain early risk identification system update

Organizational Structure

Board of Directors

Name - Surname	Gender	Corporate Role
Mehmet DORA	Male	Chairperson of the Board
Mustafa Fatih ÜNAL	Male	Deputy Chair of the Board
Beril DORA	Female	Board Member, Sustainability Coordinator
Mehmet Veysel YAYAN	Male	Independent Board Member
Necip Yalçın PEHLİVANTÜRK	Male	Independent Board Member



*100% of senior management is hired locally from Ankara.

Board Committees

To ensure that the Board of Directors performs its duties and responsibilities effectively, three committees have been established in accordance with Article 4.5 of the Capital Markets Board's Corporate Governance Communiqué No. II-17.1.

Audit Committee: Oversees the company's accounting system, the public disclosure of financial information, independent auditing, and the functioning and effectiveness of the company's internal control and internal audit system.

Early Detection of Risk Committee: Responsible for the early identification of risks that may endanger the company's existence, development, and continuity, taking necessary measures regarding identified risks, and managing risk. Reviews the risk management systems at least once a year.

Corporate Governance Committee: Reviews the implementation of corporate governance principles and provides recommendations to the BoD to improve corporate governance practices. The duties of a "Remuneration Committee" are assumed by this committee. No reported incidents of corruption and actions taken.

Name - Surname	Gender	Corporate Role	Committee Member	Committee Role
Mehmet Veysel YAYAN	Male	Independent Board Member	<ul style="list-style-type: none"> Audit Committee Corporate Management Committee 	<ul style="list-style-type: none"> Audit Committee Head Corporate Management Committee Head
Necip Yalçın PEHLİVANTÜRK	Male	Independent Board Member	<ul style="list-style-type: none"> Risk Committee Audit Committee 	<ul style="list-style-type: none"> Risk Committee Head Audit Committee Member
Mustafa Fatih ÜNAL	Male	Deputy Chair of the Board	<ul style="list-style-type: none"> Corporate Management Committee 	<ul style="list-style-type: none"> Corporate Management Committee Member
Beril DORA	Female	Board Member	<ul style="list-style-type: none"> Risk Committee 	<ul style="list-style-type: none"> Risk Committee Member
Emel KOÇAK	Female	Head of Investor Relations	<ul style="list-style-type: none"> Corporate Management Committee 	<ul style="list-style-type: none"> Corporate Management Committee Member

Corporate Policies

- Our fast paced of growth also comes with the responsibility to set up the right processes and controls in place to make sure we have a good corporate governance structure.
- The policies we have in place allow us to ensure that the right processes are set up, and a periodic review is done to stay up to date with regulation and our growth.
- While our focus has been on governance and people policies, we are now also integrating planet related policies in our corporate governance such as Environmental Management Policy, and Natural Disaster & Emergency Response Policy.
- Our critical concern communication process (for anything in relation to our operations & supply chain) is governed via our Discipline Council, which will be governed by our Ethical Work policy in 2024.
- We always acknowledge that we're on a journey toward improvement and our policies reflect this constant iterative attitude we have.

Governance

- Digital Transformation*
- Quality Management*
- Privacy & General Data Protection*
- Information Security*
- Information Sharing Policy*
- Remuneration Policy*
- Dividend Policy*
- Whistleblowing
- Supply Chain

People

- Human Rights
- Health & Safety
- Ethical Work
- Diversity, Equality & Inclusivity
- Donation & Community Care*

*published on SDT website, in development process or kept internal otherwise.

Stakeholder Engagement

- Our stakeholders are very diverse, and we value the insight we gain from them. We also understand the value of transparent and direct communication with our ecosystem. We use various channels to build trust and to timely communicate with our stakeholders.
- In addition to our public channels listed in the first communication channel box, we also engage with various stakeholders via other listed channels necessary in the daily course of business.

Stakeholder

- Shareholders & Investors
- Operational Partners
- End-users
- Suppliers
- Public
- Board Members & Management
- Employees
- Customers
- Financial Organizations
- Media
- Sector & Civil Organizations
- Tech-clusters

Communication Channel

- Corporate Website
- Annual & Quarterly Reports
- Annual Sustainability Report
- KAP announcements
- Social Media Accounts
- General Assembly Meeting
- Media Announcements

- Board Members & Management

- Internal Meetings
- Monthly Board Meetings (monthly financials)

- Employees

- Employee Surveys
- Trainings
- Human Resources Handbook
- Internal Portal

- Customers
- Sector & Civil Organizations

- Sector Conference & Exhibitions
- Bilateral Meetings
- Industry Committees & Organizations
- Inspections

- Financial Organizations

- Bilateral Meetings

Memberships & Partnerships

- We understand that we need to foster collaboration to and take responsibility in our community to further our mission for a sustainable future. Therefore, we participate in sector specific, as well as economic associations and organizations. We see the value of supporting the growth of our ecosystem, as well as be part of platforms that can improve the efficiency of how business is done.
- We are now part of the sub-group focused on adapting the European Green Deal in the defence sector in SASAD committees.

Organization	Purpose	Date of Membership
Ankara Chamber of Commerce	Institution to advocate for business efficiency, growth and interests.	11.02.2005
Ankara Chamber of Industry	To support industrial establishments in Ankara, to increase their competitiveness, and to ensure that production is carried out in an environmentally sensitive manner.	03.10.2005
SASAD	Technology & Innovation committee & Regulation & International Relations Committee member Turkish Defence and Aviation Industry advocate on domestic and international platforms.	18.01.2007
SSI	Aerospace & Defence service and product export organization.	07.02.2012
Saha Istanbul	University tech-cluster focused on defence, aviation, and space sectors and growing the ecosystem.	17.04.2018
HIB	Service export advocate institution, supporting Turkish companies navigate export related matters.	27.04.2018
TSSK	University tech-cluster focused on homeland security, defence, aviation, and cyber security by using R&D and innovative technologies to grow the ecosystem.	04.04.2023
IKMD	Human Resources association for investing in and growing human capital.	26.10.2022
TESID	Electronic Industry association to promote competitiveness, increase contribution to the economy.	28.07.2023

Risk & Opportunity Management

- We take governance of risks and opportunities seriously as they are crucial for long-term sustainability. Our Executive Board periodically and monthly reviews process, project and corporate risks. The Executive Board designates an impact and probability level to identified risks and brings “high-risk” items to the Early Detection of Risk Committee every two months. After considering these “High-Risk” items in the committee these are presented to the Board of Directors on a quarterly basis. We maintain broad seven corporate risk categories, with the addition of “Environmental & Physical Risks” as a new category as part of our sustainability strategy where climate and physical security risks are identified.
- Similarly, opportunities are periodically reviewed and updated by the Executive Board according to the changing environment and circumstances—and brought to the BoD every three months.

Risk Classification



Quality Management

- In order to meet stakeholder needs in the most appropriate and competitive way through correct processes and applications, to ensure sustainable growth in external and internal markets through effective and competent teams, and to integrate strong partnerships we take quality management very seriously.
- In order to satisfy needs in an industry of critical importance it is important to install confidence to our stakeholders through globally recognized standards.
- In addition to our existing certificates, to achieve our sustainability goals we have committed to attaining the following certificates by 2026:
 - ISO 14001: Environmental Management Systems
 - ISO 45001: Occupational Health & Safety
 - ISO 50001: Energy Management

Corporate Standards

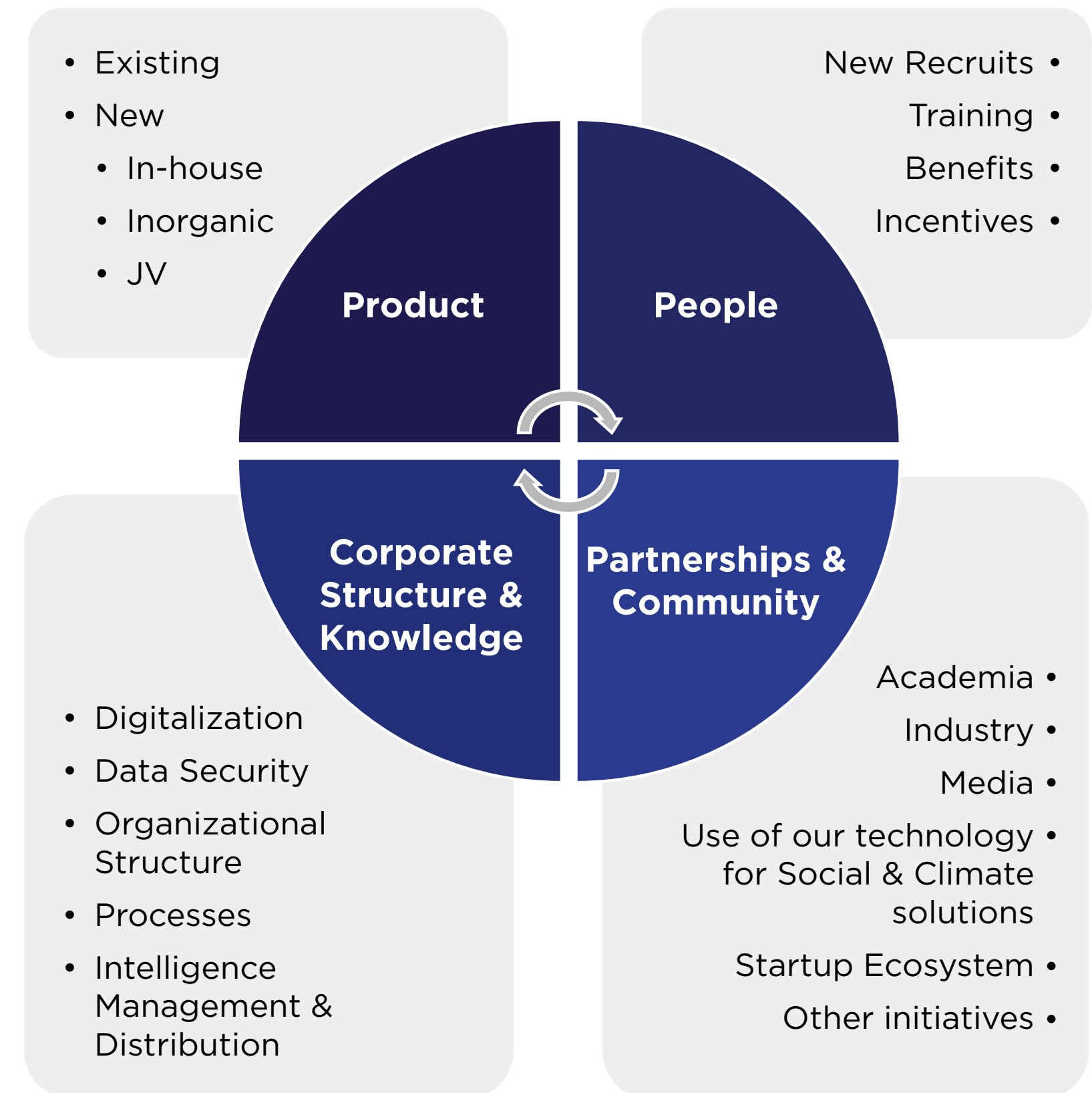
Standard/ Certificate	Purpose & Category	Valid Through
ISO/IEC 27001	Information Security	28 July 2025
AS 9100 ISO 9001 (TS/EN)	Aerospace, Defence & Space Quality Management System	24 October 2024
NATO AQAP 2310	NATO Quality Management System	18 November 2025
NATO AQAP 2210	NATO Specific Quality Management Security System	18 November 2025
CMMI-DEV	Corporate Maturity - Level 3	21 December 2026
CMMI-SPM	Supply Chain Maturity - Level 3	21 December 2026



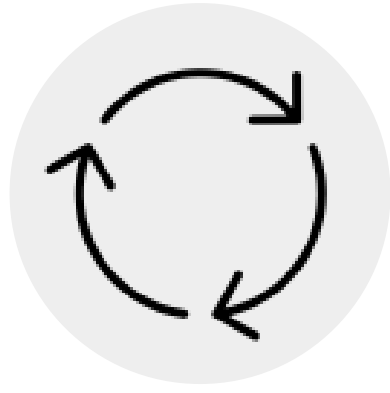
Innovation & Technology

- Fundamentally as a technology company, we must constantly reinvent ourselves to stay relevant with our times and sector. We constantly look for how we can create innovative products, do what we do in a more innovative way in line with our corporate journey, and how we can perpetuate this way of being in our community.
- Our innovation & technology strategy touches different stakeholders and in 2024 we have framed our approach into a four-tier process that feeds each other.
- We separate our roadmap into short-term, medium-term and long-term. We populate our roadmap based on assessing existing resources & capabilities, sector & technology trends as well as outlook. Based on our assessment we organize our innovation wheel in a way that will allow us to achieve these goals.

Corporate Wheel of Innovation



Digital Transformation & Data Security



Digital Transformation

- Today's digital disruption has brought forward the need to adapt the way we conduct business as well as opened the way for efficiency gains through digital migration.
- At SDT our Digital Transformation strategy is led by our Digital Transformation Committee and governed by our Digital Transformation Policy.
- We completed the SDT ERP system integration in 2023 which had commenced in 2020.



Data Security

- We are sensitive to customer and employee privacy & security of information. We carry out operations with this in mind with an information sharing at a "need-to-know" basis. We govern privacy and data protection in our Privacy & General Data Protection policy. We maintain ISO 27001 in this regard to make sure our practices are at a global standard.
- There have been no substantiated complaints concerning breaches of customer or employee privacy and losses. Our critical concern communication process is governed by the Discipline Council.

Supply Chain Management












- At SDT Space & Defence technologies we are committed to competitive, high quality, timely and ethical procurement practices. Our supply chain policy and practice complies with all applicable laws and regulations and meets global standards. We are committed to a sustainable and resilient supply chain hence always seek ways to improve our supply chain management system. We have been categorized as Level 3 maturity by the CMMI Supply Chain evaluation.
- We work both with local and international suppliers, monitor any (potential) disruptions to our supply chain and value diversification.
- Our procurement process is digitized through our ERP system. We have policies in place to govern our practices as well as ongoing and onboarding “Supplier Evaluation” that ensure the quality, safety, sanction-proof and the ethics of our supply chain. We are now integrating ESG factors in these assessments and preparing actions to spread awareness in our supply chain. There have been no negative social or environmental impacts in the supply chain and actions taken.

Local & International Suppliers

Suppliers	2023	2022	2021
Local (#)	334	266	386
<i>Local (% of total)</i>	<i>71%</i>	<i>68%</i>	<i>57%</i>
International (#)	135	123	290
<i>International (% of total)</i>	<i>29%</i>	<i>32%</i>	<i>43%</i>
Total	469	389	676
<i>Local (% of total spending)</i>	<i>88.97%</i>	-	-



Planet Approach

			Short - Term (2024)	Medium Term (2025 - 2029)	Long Term (2030)
 	Energy Management & Carbon Emissions	<ul style="list-style-type: none"> Measuring carbon footprint (scope 1 & 2) 	<ul style="list-style-type: none"> LEED certificate High Energy Rating Measuring carbon footprint (scope 1 & 2) 	<ul style="list-style-type: none"> Measuring carbon footprint (scope 1, 2, 3) Carbon emission reductions 	
 	Waste Management	<ul style="list-style-type: none"> Separation of waste, finding optimal recycling solutions Reduction of single use plastic 	<ul style="list-style-type: none"> Data collection on all waste, and reduction plan Elimination of single use plastic Climate friendly packaging solutions on products 	<ul style="list-style-type: none"> Zero waste 	
  	Water Management	<ul style="list-style-type: none"> Water usage data collection 	<ul style="list-style-type: none"> Climate friendly water armature usage Water collection system 	<ul style="list-style-type: none"> Water usage data collection and efficiency measures 	
   	Low Carbon Technology Transition	<ul style="list-style-type: none"> Reviewing production processes under this scope 	<ul style="list-style-type: none"> Electric charging stations Transitioning company cars to electric Installing solar panels on the roof 	<ul style="list-style-type: none"> Reviewing most up to date low-carbon technology relevant to SDT, & applying feasible ones 	

Carbon Footprint & Energy Efficiency

- As the human population and activities have significantly increased in the last 150 years, our impact on our ecosystem has become unavoidable. While the planet is likely to endure this anthropocentric driven changes in the ecosystem and potential cataclysmic event, it is us humans who face the larger challenge of reducing, mitigating and adapting to the changing circumstances. This reality shines a light on the symbiotic relationship we have with the natural world around us and our responsibility as a business to reduce impact to the best of our abilities—our carbon footprint.
- We measure our carbon emissions from our operations based on GHG Protocol and ISO 14064. 2026 will be a better base year for us to start tracking and comparing our emissions as we will move to our owned office space. Energy efficiency is an important element in reducing our carbon footprint, as part of our sustainability strategy we aim to attain a LEED certificate that ensures that we operate in an energy efficient building, that drives electricity from installed roof solar panels, and where we can track our energy data more accurately. Once we attain our base year data in 2026, we will make our reduction commitments.











Water & Waste Management

- We are focused on raising stakeholder awareness on responsible use of water and take measures in our new owned office space such as;
 - Efficient water use in sink and toilet systems,
 - Collection of rainwater & dry landscape practice,
 - Water usage monitor.
- Similar to water management, we are eager to spread awareness about waste management and the circular economy. We are separating and monitoring waste data. Our strategy is inclusive of eliminating single-use plastic, rethinking packaging, and focusing on upcycling electronics.

Transitioning to Lower Carbon Technology

- At the face of climate change risks, we trust that the most efficient way to reduction is through tech-enabled solutions. While most ambitious and effective technologies are still in development, there is promise of future solutions.
- Our lower carbon technology transition strategy involves four pillars:
 - Switching our car fleet to electric & adding electric charging stations in the parking lot at our owned office space,
 - Installing roof solar panels at our owned office space,
 - Analyzing our supply chain for sustainable options,
 - Considering lifecycle analysis and improvements on products.

People Approach

		Short - Term (2024)	Medium Term (2025 - 2029)	Long Term (2030)
	Employee Wellbeing & Health	<ul style="list-style-type: none"> Employee Satisfaction Survey Improvement Expanding side benefits Natural disaster & physical safety risk determination 	<ul style="list-style-type: none"> Transport service provision Survey Improvement Reviewing Side Benefits 	<ul style="list-style-type: none"> Survey Improvement Reviewing Side Benefits
	Talent Acquisition & Management	<ul style="list-style-type: none"> Career training curriculum Improving Candidate Engineer and summer intern conversion rate Improving Performance Management System 	<ul style="list-style-type: none"> Updating career training curriculum Expanding Candidate Engineer & Summer Intern program Improving Performance Management System 	<ul style="list-style-type: none"> Updating career training curriculum Expanding Candidate Engineer & Summer Intern program Improving Performance Management System
 	Customer Satisfaction	<ul style="list-style-type: none"> Improving timely deliveries Improving post-sale customer experience 	<ul style="list-style-type: none"> Improving timely deliveries Improving post-sale customer experience 	<ul style="list-style-type: none"> Improving timely deliveries Improving post-sale customer experience
  	Diversity, Equality & Inclusion	<ul style="list-style-type: none"> DEI training integration DEI Policy 	<ul style="list-style-type: none"> Inclusive building access Improving the ratio of women managers & engineers 	<ul style="list-style-type: none"> Improving the ratio of women managers & engineers
  	Community Care	<ul style="list-style-type: none"> SDT Innovation Program design Participating in projects utilizing our technology Signature Community Project design 	<ul style="list-style-type: none"> SDT Innovation Program start Participating in projects utilizing our technology Signature Community Project start 	<ul style="list-style-type: none"> SDT Innovation Program 5-year Participating in projects utilizing our technology Signature Community Project 5 year

Talent Acquisition & Management

- As a fast-growing technology company, it is important for us to create opportunities to attract the best talent in our field. Our recruitment process utilizes an objective selection process based on competencies and alignment with our values, especially being a team player.
- We also have a Candidate Engineer program that runs every year. Conversion to employment in these programs are steadily increasing, at a 28% rate for the 2023 cohort.
- Following recruitment, we value providing training opportunities to support skill enhancement so that our people can become the best versions of themselves at work; aligning their personal milestones with company objectives. Our training program includes both soft and technical skill development as well as special sessions for our management team.
- We have a year-end evaluation program where we craft a development plan and provide feedback to set our people up for success.

	2023	2022	2021
Number of Employees	244	218	220
White-Collar Employees	176	153	155
Blue -Collar Employees	68	65	65
Under 30 years old	85	65	58
30 - 50 years old	127	128	141
Over 50 years old	32	25	21
Turn-Over Rate	10%	16%	19.5%
Women Turn-Over Rate	7%	20.3%	17.8%
Training hours per employee	29.25	25.92	32.72
Other workers (intern, candidate engineer)	27	-	-

Diversity, Equality & Inclusion

- Starting with our recruitment process, we focus on creating a work environment where each employee feels integrated to share their opinions and concerns.
- A sense of fairness and inclusion are crucial elements for a productive work environment. Our culture and evaluation processes focus on creating equal opportunities. Our Ethical Work policy will govern cases of discrimination in 2024.
- We value diverse representation and are especially proud of our women employment rate and representation of women in management positions in an industry with a limited talent pool. We strive to preserve and try to improve this ratio to the best of our abilities. Additionally, our remuneration is gender-blind and based on a set scale in accordance with the experience & achievements of the individual. To further support gender equality our new office will have lactation space to ease return from maternity leave.
- Our owned office space is being designed as a disability accessible building.

	2023	2022	2021
% of Women Employees	29.1%	27.5%	27.7%
% of White-collar Women	35.8%	34.6%	35.5%
% of Blue-collar Women	11.8%	10.8%	9.2%
% of Women in Management	34.4%	30.3%	24.3%
Paternity Leave*	5 days	5 days	5 days
Maternity Leave*	16 weeks to 6 months	16 weeks to 6 months	16 weeks to 6 months
Birthday Leave	0.5 day	0.5 day	0.5 day
International Women's Day Leave (for women only)	0.5 day	0.5 day	0.5 day
Marriage Leave	3 days	3 days	3 days

*regulatory mandate

Employee Health, Wellbeing & Safety

- At SDT Space & Defence Technologies we value the safety, wellness and health of our employees by upholding all laws and regulations while going beyond what is mandated by law with our wellness approach.
- Safety at work is fundamental to the way we do business. Health & Safety is governed by our internal **Occupational health and Safety** policy. All employees go through H&S training during onboarding and refresh their training every 2 years. Monthly committee meetings occur with an outside expert, and employee representatives present. In 2023 no incidence of work-related injury or ill-health have been reported.
- We provide full-coverage private insurance with additional single general check-up, dental, mental and dietician session allowance per year. Our health coverage also contributes 20% to other family members' plans.
- We prioritize the team-spirit experience of our workforce and believe that creating opportunities for social bonding is important. Our employee initiative, the SDT Social Events Team, periodically plans company outings and competitions. We also support employee initiatives in sports, the SDT Running Club regularly participates in local and regional competitions.
- Furthermore, our new office space at the HAB will also provide sports facilities such as fitness center, tennis/volleyball/basketball courts along with other socializing hubs such as an outdoor space to support decompression and enhance team bonding. As part of our sustainability strategy, we are constantly reviewing updates to best employee wellbeing practices to support our valuable workforce and provide a holistic framework.
- Once an individual is employed by SDT, their right to the Turkish government retirement system commences. The individual can also elect to privately save for retirement via the employers banking partner.

Customer Satisfaction

From the first point of contact to the delivery of our product and aftercare, our primary focus is keeping the needs of the customer at the center of our engagement. Our customer satisfaction rests on the below four pillars that we strive to constantly improve upon.



We make sure that we can add value by providing good quality, cost-effective and safe products to our customers all the while making sure we provide a courteous and timely customer care. To make sure we're doing everything we can in this regard we conduct surveys to seek feedback, advice and concerns. User manuals are prepared together with the products we deliver and delivered to customers. Scenarios that may harm the product and/or the user are given in these booklets. Each product has a label containing product identifying information and manufacturer information. Depending on the type of product, there are also labels on the product for product safety. There have been no substantiated complaints concerning incidents of non-compliance concerning the health and safety impacts of products and services.

Caring for Our Community

We also take responsibility for the growth and prosperity within our community. We intend to increase our efforts in line with our own growth. Our new community care model consists of four pillars:

- The use of our technologies to solve societal and environmental problems, such as disaster preparedness, risk and damage reduction, waste management, and biodiversity conservation.
- Supporting the ecosystem we are part of by promoting STEM education (especially by taking equal opportunity into consideration), as well as startup programs that help attain more training and support for more innovation.
- Rapid response to disaster relief efforts in our country – this is especially important in an earthquake prone geography. In 2023 our relief donation was made through the ASIL Foundation of ASELSAN in the aftermath of the devastating earthquake in the Southeast part of Türkiye.
- Donating and providing resources to initiatives by our employees. Our employees have formed SDT Running Club, which donates to a cause of their choice every year. In 2023, our running team chose to donate the proceeds they've raised to Cerebral Palsy Turkey Foundation.

Technology for People & Planet

Employing our technology for risk mapping, conservation, waste management, disaster support among others

Employee Grassroot Initiatives

Donations based on employee grassroot initiatives

Scientific & Entrepreneurial Ecosystem

Promoting equal opportunity through STEM education & related-industry startup support

Disaster Relief

Donations based on rapid disaster response

STEM: Science, Technology, Engineering and Mathematics

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