



DOF Robotics

Sustainability Report 2024



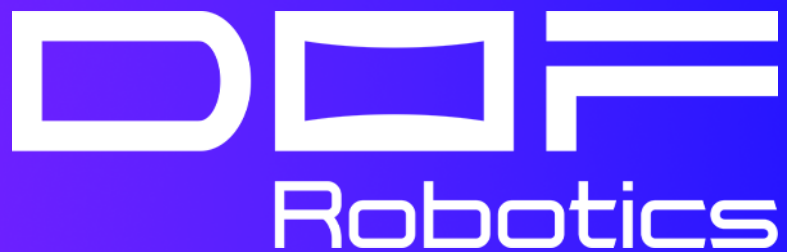


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ABOUT REPORT

DOF Robotics, founded in 2006, has been at the forefront of revolutionizing the amusement industry by producing high-tech VR and AR attractions, motion simulators, and interactive VR games. In 2023, we embarked on our sustainability journey. Aligned with the United Nations Sustainable Development Goals, we are progressing by incorporating a sustainability management strategy into all our business operations.

We are thrilled to present our 2023 Sustainability Report, offering an in-depth look at our sustainability initiatives and milestones. This report reflects our commitment to transparency and collaboration with all our stakeholders.

We are excited to share, in our 2023 Sustainability Report, the activities, performance, and best practices of our Istanbul Specialized Free Zone operations, encompassing our head office, production lines, warehouse facility, and sales representatives, from January 1 to December 31, 2023. This report has been prepared in accordance with GRI (Global Reporting Initiative) Standards, though it has not undergone an independent external audit.

Throughout this journey, we deeply value the opinions of our stakeholders. We believe that we are stronger together and we would like to share through this report that we are extremely happy with the steps we will take together with our stakeholders towards a sustainable future as an innovative robotic company.

Please send all your contributions and suggestions to the following e-mail address.

Nazlıcan Arslan

Operations and Supply Chain Director

nazlican@dofrobotics.com



ENGINEERING EMOTIONS



Dear Stakeholders,

Today, the DOF Robotics family is thrilled to present the results of our enduring commitment to both innovation and sustainability. Since our inception, we have achieved global success by prioritizing technological leadership. However, these accomplishments are rooted not only in our technical expertise, but also in our dedication to social values, ethical principles, and robust stakeholder relationships.

DOF Robotics is not only a profitable company, but also one that takes its duties to society and the environment very seriously. This approach is guided by ESG (Environmental, Social, and Governance) criteria, which we include into all stages of our business processes. With the goal of shaping a sustainable future, our organization continues to work in a variety of areas, including environmental sustainability, social responsibility, business ethics, and transparent governance.

Social Values and Stakeholder Engagement

DOF Robotics views contributing to society and developing good relationships with its stakeholders to be high priority. As a result, all of our business procedures are grounded on the values of transparency, accountability, and ethical business practices. We value the insights and suggestions of our stakeholders, considering them a vital resource for refining and evolving our operations. As a company, we strive to exceed not only our customers' expectations, but also those of our employees, suppliers, and other stakeholders.

To this end, we continue to contribute to our community through social responsibility projects and volunteer activities. We have demonstrated our dedication to diversity, equality, and inclusion by increasing the share of female employees, introducing persons from diverse cultures into our teams, and encouraging diversity. In doing so, we cultivate a workplace environment that encourages innovation, collaboration, and continuous improvement—ensuring that we remain aligned with our social responsibilities.

DOF Academy: A New Dimension in Learning and Development

Our company's purpose of contributing to society extends beyond its external activities. We also incorporate the notion of contributing to the development of our employees and stakeholders into our internal procedures. That's why we are incredibly proud to introduce DOF Academy, an innovative learning and development platform that enables continuous growth and knowledge-sharing across our organization.

At the heart of DOF Academy lies the power of active learning, inspired by the proven principles of the learning pyramid. We know that the best learning happens when knowledge is both shared and practiced. That's why we offer dynamic, structured training programs where employees not only enhance their skills but also actively contribute to the innovation process by presenting and sharing their insights with their colleagues.

This approach ensures that every member of the DOF Robotics family is constantly evolving, staying ahead of industry trends, and cultivating a mindset of creativity and problem-solving. Through the DOF Academy, our employees are developing invaluable leadership, communication, and presentation skills that directly contribute to our company's culture of innovation and collaboration. The knowledge gained here doesn't just fuel personal growth—it drives the collective success of our organization.

Our Sustainability and Innovation Journey

At DOF Robotics, we firmly believe that innovation and sustainability go hand in hand. We are determined to pave the way for a sustainable future by embracing an innovation-driven business strategy that supports our long-term goals. Our commitment to fighting climate change is clear—through energy-efficient practices, reducing our carbon footprint, and setting ambitious targets to achieve zero emissions for the products we create. But our journey doesn't stop there. We are equally dedicated to the longevity and sustainability of our products, ensuring they make a lasting positive impact on the environment.

We contribute to society's development and advancement through our social responsibility projects, and we are constantly working to strengthen our relationships with our stakeholders.

DOF Robotics is devoted to minimizing environmental impact while maximizing social benefits with each new product we develop. Our investments in sustainable technology improve the energy efficiency of our goods, while our research into renewable energy sources allows us to grow with a more sustainable business model in the long run.

Future Outlook

The remarkable progress of DOF Robotics is powered by our dedication to innovation, sustainability, and a deep sense of social responsibility. In the future, we aspire to continue our market leadership and make even more significant contributions to society. We are proud to step into a stronger future together with you, our valuable stakeholders.

In this process, we will always cherish our stakeholders' thoughts and suggestions. DOF Robotics will continue to grow and flourish with your help as we fulfill our responsibility to society, the environment, and all of our stakeholders.

I would like to take this opportunity to thank you, our valued stakeholders, for your trust and support, and I'm delighted to present DOF Robotics' 2023 Sustainability Report.

Best regards,

Mustafa Mertcan

Chairman of the Board of
Directors
DOF Robotics

Dear Stakeholders,

As we wrap up another successful year, I am thrilled to share our journey—the milestones we've achieved, the challenges we've overcome, and the exciting goals we have set for the future as part of the DOF Robotics family. By exhibiting consistent financial and social progress since the founding of our company, we have been able to hold onto our position as the industry leader. Today, we take immense pride in developing a sustainable and future-focused business model, built on a foundation of augmented reality (AR), artificial intelligence (AI), and of course, the ever-evolving amusement industry.

Innovation and Technology Leadership in the Industry

At DOF Robotics, we continue to solidify our leadership in the amusement industry by pioneering cutting-edge technologies and introducing innovative Edutainment concepts that push the boundaries. Our offerings, which include high-tech themed entertainment and attractions based on Virtual Reality (VR) and Augmented Reality (AR), along with exceptional content and software developed by our dedicated content team, distinguish us from our industry rivals. We are committed to providing our customers and end-users with unparalleled experiences by continuously enhancing the integration of artificial intelligence in our products.

In our operations within the amusement industry, we prioritize the diversification of our business model and the mitigation of risks. We enhance our current offerings through research and development initiatives, while simultaneously expanding our product portfolio by introducing innovative new products through our R&D efforts.

A key element of our growth strategy is to diversify our business model beyond traditional product sales. We're entering the management sector with a revenue-sharing model in strategically selected locations, further expanding our reach and impact. To bring our vision to life, we are also planning the launch of proprietary entertainment centers with bold, innovative concepts that will showcase the future of immersive entertainment.

DOF Robotics currently operates in over 60 countries. This extensive international presence positions us as a global entity and enhances our ability to provide tailored solutions that meet the diverse requirements of our clients across various markets. We view each new market as a chance for learning and innovation, and we consistently evolve our product offerings in response.



We are partnering with esteemed local and international intellectual property (IP) firms as we broaden our geographical presence. Well-known brands and entities, including Angry Birds, Smurfs, Transformers, and NASA, significantly enhance the attractiveness of our products and services.

Sustainable Business Model and Social Responsibility

At DOF Robotics, sustainability is more than just a goal; it's at the core of everything we do. While financial performance is important, we are equally focused on long-term strategies that drive sustainable growth. Our commitment to sustainability manifests in initiatives designed to create energy-efficient products, reduce carbon emissions, and minimize our environmental footprint.

Significant measures are also undertaken in the realm of social responsibility. The health, safety, and well-being of our employees and stakeholders rank among the highest priorities of our organization. In alignment with our diversity and inclusion policies, we are committed to fostering a workplace that enables every employee and stakeholder to reach their full potential. The satisfaction and loyalty of our employees serve as fundamental pillars of our sustainable operational framework.

As part of our commitment to ongoing development, we've launched DOF Academy—a dynamic platform for continuous learning and growth. The Academy serves as a continuous learning and development platform, empowering our employees and stakeholders to advance their knowledge and skills. The active learning model implemented in our academy is founded on one of the most effective educational approaches: learning through lecturing.

Employees frequently deliver presentations to their peers, facilitating both learning and the dissemination of acquired knowledge. This practice guarantees that the DOF family remains a cohesive team that consistently enhances its capabilities and swiftly adapts to industry innovations.

Financial Growth and Our Vision

The financial performance of our company exemplifies the effectiveness of our robust and sustainable growth strategies. In 2023, despite facing global economic challenges and fluctuations within various sectors, we successfully met our profitability growth objectives. The innovative products we introduced and the markets we penetrated have allowed us to diversify our revenue streams. Notably, our investments in themed entertainment concepts that incorporate educational components, referred to as "Edutainment," as well as advancements in artificial intelligence and augmented reality technologies, represent significant initiatives that will facilitate our company's sustainable growth moving forward.

In our future endeavors, we are committed to enhancing our financial performance while upholding our environmental and social obligations. Our initiatives in renewable energy, our dedication to developing energy-efficient products, and our conscientious approach to waste management are vital components that align with DOF Robotics' mission to foster a sustainable world. I would like to express my gratitude to you, our esteemed stakeholders, for your trust and support, and I am delighted to present DOF Robotics' 2023 Sustainability Report.

At DOF Robotics, we remain committed to advancing a sustainable future that encompasses financial, environmental, and social dimensions. The collective actions we undertake on this journey will not only foster the growth and development of our organization but will also enhance the progress and well-being of all our stakeholders.

Best regards,

Bakıt Baydaliev

CEO

DOF Robotics



ABOUT DOF ROBOTICS

Established in 2006, DOF Robotics operates a factory and management office in Istanbul, where it merges advanced technology with innovative narratives to develop entertainment venues for its clientele. Since its inception, the company has been dedicated to producing cutting-edge VR (Advanced Virtual Reality) and AR (Augmented Reality) attractions, as well as motion simulators and interactive VR games. In 2018, DOF Robotics was awarded the official title of R&D Center, allowing it to further its focus on research and development.

With 18 years of experience, we have established a foundation of trust, accountability, teamwork, and innovation, enabling us to export our products to over 60 countries across six continents. We pride ourselves on being one of the few companies globally that utilizes 100% domestic software in our simulations and games.

We offer innovative and impressive solutions for amusement centers and theme parks with our products such as Flying Theaters, which offer theater environments with realistic flight simulations; Dark Rides, which consist of interactive adventure tours equipped with

thematic scenarios; 4D Theaters, which offer a cinema experience enriched with motion, water spray and other effects; and VR & AR Games, which offer virtual and augmented reality-based games and interactive experiences.

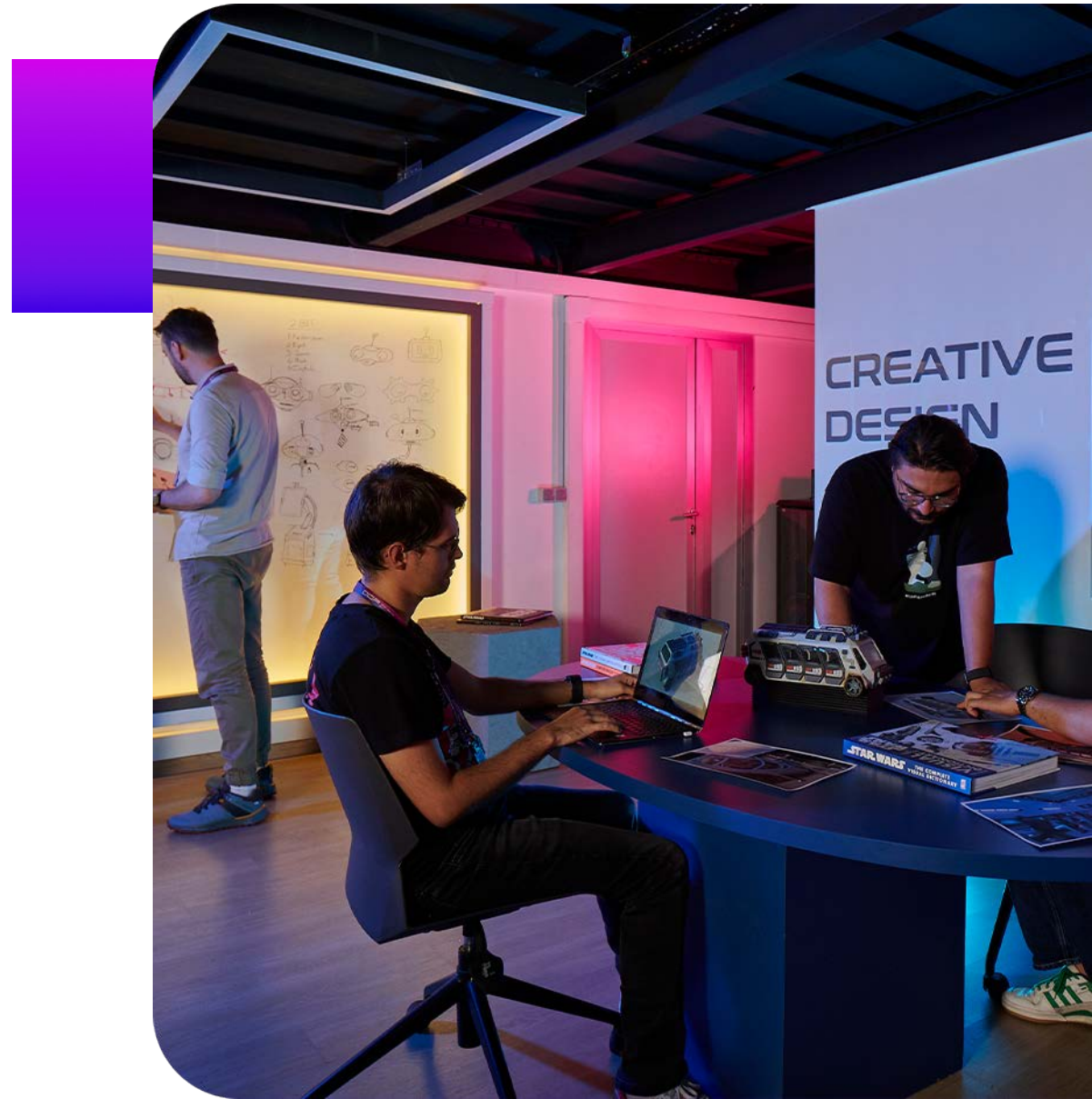
We have offered our stakeholders an immersive space adventure through the simulator machines developed within our unique digital park concept, which has been introduced in over 60 countries. In this digital park product, our stakeholders engage in the space missions assigned to them, showcasing one of the finest examples of technology and narrative that we have crafted. We are confident that our digital park product will not only provide enjoyment but also foster the development of creative ideas among our stakeholders. We believe that this product, which exemplifies our expertise and experience, will illuminate innovative concepts while providing entertainment, marking the commencement of new narratives.

The new products developed by our Research and Development team are monitored throughout the delivery process to the customer, ensuring a cohesive approach with the after-sales and operations and supply chain departments.

Sustainability is the cornerstone of our management paradigm. By placing innovation and robust research and development capabilities at the core of our strategy, we strive to achieve our sustainability objectives across all operational and managerial activities. In alignment with our energy efficiency goals, we conserve energy through the utilization of regenerative engines. In the near future, we plan to harness solar energy, a renewable resource, to generate electricity, which will be employed in both production and operational processes, thereby reducing our carbon footprint.

We place a high priority on the health, safety, and professional growth of our employees while also making meaningful contributions to society through initiatives focused on social responsibility and volunteerism. We regard diversity as a valuable asset and uphold the principles of equality, diversity, and inclusion across our entire value chain. We are convinced that fostering an environment where diverse perspectives are openly shared, along with the collaboration of various talents, promotes innovation and teamwork, ultimately leading to improved outcomes for both our workforce and our organization.

To establish trust-based relationships with all our stakeholders, we are committed to upholding the principles of ethical business practices and ensuring that all our stakeholders adhere to these same standards.



OUR STRATEGIC PERSPECTIVE



Customers
Providing the best customer experience.



Financial Structure
Maximizing cash flow through sustainable profitable growth.



Sustainable Growth
Offering high-tech and innovation-oriented products



Brand
Increasing brand value, growing in target markets



Employees
Creating safe and development-oriented spaces for our employees



Stakeholders
Meeting stakeholder expectations at the highest level



Suppliers
To maximize the sustainable supplier system

"We create sustainable value for our stakeholders through our strategic focus areas."

OUR MISSION

To establish a leadership position in innovation within the realm of robotic technologies for the amusement industry, aiming to become the foremost brand of choice by expanding its market share on a global scale.

OUR VISION

To provide innovative and exceptional products to the robotics for the entertainment industry, focused on delivering exciting experiences, top-notch safety, and outstanding quality. To create high-value, eco-friendly solutions that appeal to people of all ages, combining thrill with environmental responsibility, and making a positive impact in global markets.

OUR VALUES



Team



Accountability



Innovation

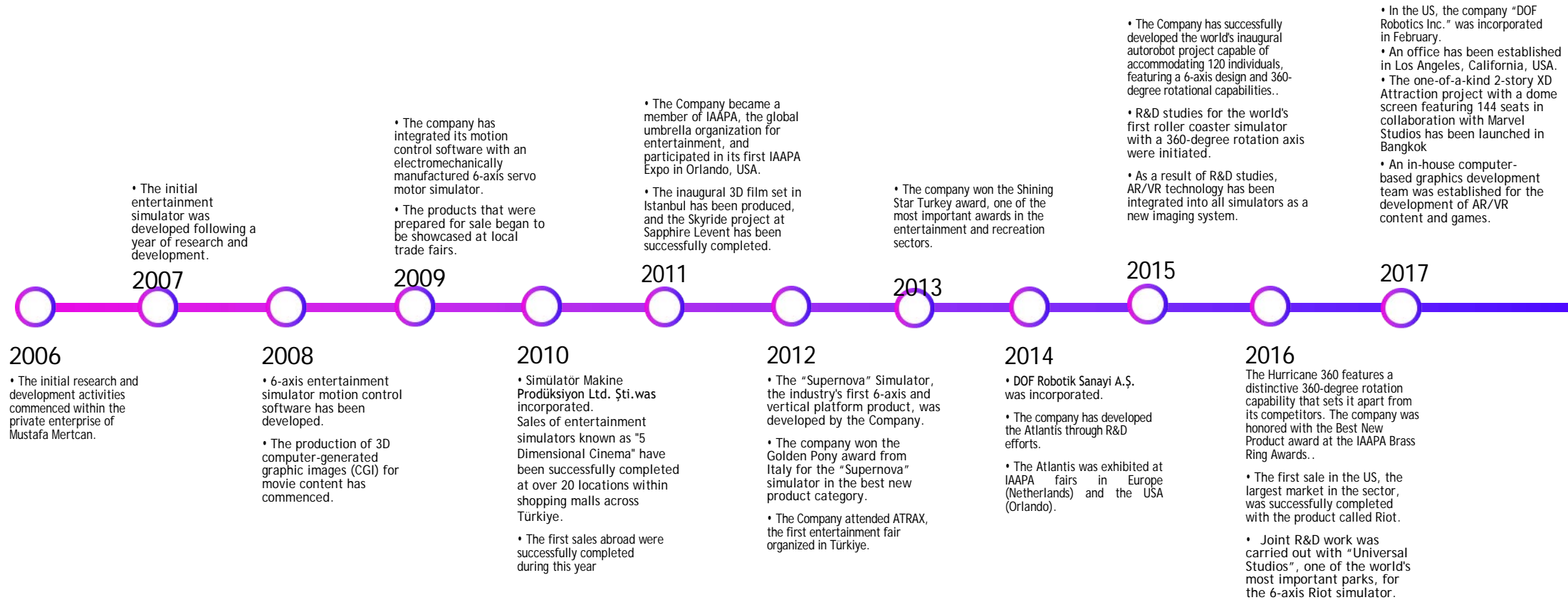


Trust



Quality

CORPORATE HISTORY



- The company won the "Innovation Award" with its new thematic design "Hurricane 360 VR" at "CES Las Vegas", one of the world's most important technology fairs organized annually in the USA.

- The company sold the first "Flying Theater" (flight simulation tourist experience over the city) in Tashkent, Uzbekistan.

- The company was awarded by the IAAPA organization in India the "National Award of Excellence".

- The first active game simulator, titled "Defender," was developed and showcased at the IAAPA Orlando exhibition as a consequence of research and development studies.

2019

- The Company moved to the Atatürk Airport Istanbul Specialized Free Zone factory with all its personnel and units.

- The installation of the "Hedef Ay" project, the first digital theme park concept of 1200 square meters at Istanbul Camlica Tower, was completed and opened to visitors.

2021

- As part of the brand collaboration strategy, the global usage rights for the renowned digital game "Angry Birds," owned by the Finland-based company Rovio, were obtained. Subsequently, new-generation racing simulators were created for the brand and prepared for market release.

- At IAAPA Asia, DOF Robotics won the "Best Exhibit" award at the Brass Ring Awards for the re-themed Hurricane and the in-house developed AR/VR content called "Rise of Nomads".

- The Turquality process, recognized as one of the most significant branding initiatives globally, has been successfully completed, granting the company the privilege of direct inclusion in the "Turquality" program.

- The company was awarded the "Technology Fast 50 Winner" award by DELOITTE. This award honors the fastest growing and innovative companies in the technology sector.

- DOF Robotics received this prestigious award for its advanced technological solutions and rapid growth performance in the industry.

2023

2018

- DOF Robotics was transformed into a R&D Center.

- The initial phases of the digital theme park concept involved the creation of distinctive thematic designs by the creative design team formed within the Research and Development Center.

- The company was awarded the "Siemens Best Motion Control OEM in Amusement industry" by SIEMENS.

2020

- The worldwide usage rights for the "Monster Jam" brand, owned by the US-based company "FELD Entertainment," was obtained, and a unique simulation tailored for the brand has been created and introduced to the global market.

- "Robocare" (autonomous disinfection robot), a product of the autonomous vehicle project developed at the R&D center, was produced.

- Having achieved an export rate of over 85%, the company applied to operate in Free Zones.

2022

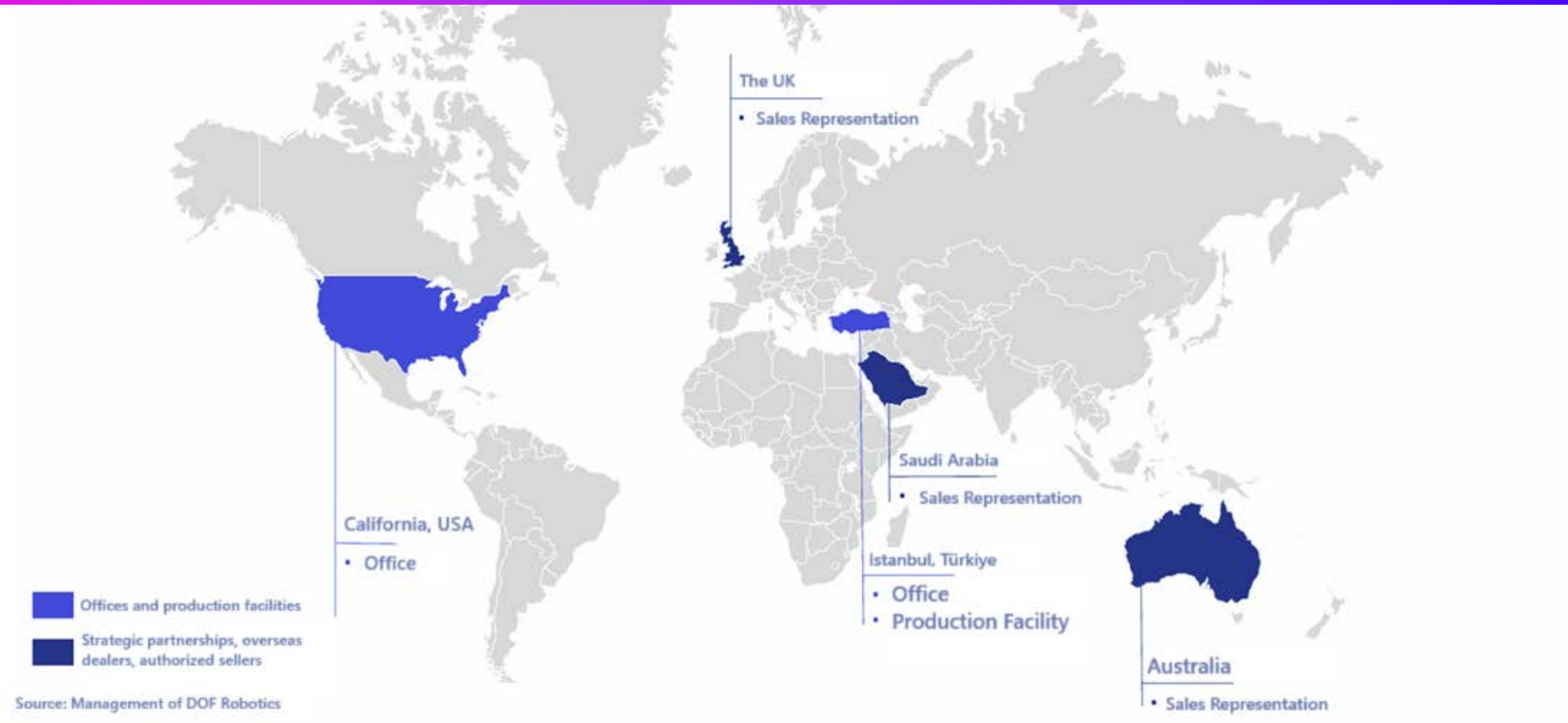
- The Company received the Best New Product award at the IAAPA Brass Ring Awards for the first digital theme park concept it developed.

- As a consequence of research and development initiatives, the company began to target a broader market by introducing two new products, the "CityFly" and "Pterosaur VR" simulators, which are designed to be budget-friendly in response to customer needs.

- The Company participated in the Licensing Expo held in Las Vegas in May and important meetings were held for brand collaborations.

- The digital theme park concept was awarded the "Innovation Award" from Blooloop, the leading British publisher in the sector.

DOF Robotics Global Scope





IN 2023, WE
INTEGRATED OUR
COMMITMENT TO
SUSTAINABILITY WITH
OUR INNOVATIVE
APPROACH AND
PRODUCTION
METHODS, WHICH
HAVE BEEN GROUNDED
IN THE LATEST
TECHNOLOGY SINCE
OUR INCEPTION.

MEGATRENDS - RISKS AND OPPORTUNITIES

In our commitment to the amusement industry, we prioritize sustainability as a core value, aiming to create a lasting impact for future generations. Our goal is to provide products that not only entertain but also engage and inspire younger audiences. To achieve this, we carefully assess the major trends influencing our world and outline the necessary actions to enhance the sustainability of our company.

The 2022 World Economic Forum (WEF) Global Risks Report identifies several critical global risks, including the climate crisis, extreme weather events, loss of biodiversity, erosion of social cohesion, and livelihood crises. Although these risks present significant challenges to both the business sector and society at large, we are committed to transforming these challenges into opportunities through our proactive strategies and to developing innovative solutions by effectively managing these risks.

We diligently observe social, environmental, and economic risks to ensure successful sustainable performance. Given that our products are integral to technological advancements, we continuously assess global risks and changes. This proactive strategy positions us as leaders in swiftly adjusting to evolving circumstances and effectively managing risks.

By utilizing our innovation and R&D strength, we aim to be a leader in change, beyond adapting to changing conditions.

We develop sustainable and innovative solutions with the goal of being a leader in change. We have identified 4 megatrends for our company related to our products and services we offer to different geographies.

Climate Crisis

The Paris Agreement, adopted during the 21st Conference of the Parties (COP21) of the UNFCCC in 2015, set forth the framework for the climate change regime following 2020. For the first time, all nations pledged to reduce greenhouse gas emissions on a global scale beyond 2020. The urgency for collective action to address the climate crisis was underscored at the COP26 Climate Summit in 2021.

It is our conviction that every sector holds a responsibility in the fight against climate change, which manifests in detrimental effects such as droughts, floods, wildfires, and increasing water levels.

We continue our efforts to mitigate the effects of climate change from two perspectives: adaptation and reduction of greenhouse gas emissions.

Climate change poses risks that could affect businesses around the world. Extreme weather events can have a particularly negative impact on outdoor activities and theme parks, disrupting operations.

DOF Robotics is dedicated to enhancing resilience in the face of risks associated with climate change. By primarily developing its products for indoor applications, the Company has implemented a strategy aimed at safeguarding itself from the negative impacts of severe weather conditions. Additionally, it allocates resources towards innovative technologies that enhance energy efficiency and minimize its carbon emissions.

We minimize the energy consumption of our products by incorporating regenerative engines that exhibit high energy efficiency. A key objective is to produce our own electricity through solar energy. This approach is designed to establish an operational model that is more resilient to potential increases in energy costs resulting from climate change, while also achieving a net-zero carbon footprint.

Technological Advancements

In the present century, advancements in robotics, software, artificial intelligence, and virtual reality are progressing at an accelerated pace. Among these innovations tailored to meet human requirements, automation and digitalization are emerging as essential components, significantly enhancing the efficiency of industrial operations.

Digital technologies enhance production efficiency by transforming and modernizing manufacturing processes, as well as swiftly addressing malfunctions. The integration of robotics allows mass production enterprises to increase output within a reduced timeframe. Consequently, this capability enables them to access broader markets and streamline mass production.

The International Federation of Robotics (IFR) reports that the global installation of new industrial robots rose from 526,000 units in 2021 to 553,000 units in 2022. In the United States, the total number of robots reached 44,303 in 2023, reflecting a 12% increase from the prior year.

In 2026, projections indicate that the total count of industrial robots will attain 718,000 units. This trend underscores our progression towards a future characterized by a high concentration of sophisticated robots and artificial intelligence, equipped with cutting-edge software.

As DOF Robotics, we are committed to advancing alongside future developments by creating Intelligent Autonomous Robots that seamlessly integrate with the software we have designed, which incorporates artificial intelligence systems as part of our AMR project. The outcome of this initiative is a robot capable of human interaction. The robot autonomously adjusts its position based on the location of the individual in front of it. Subsequently, it aligns itself appropriately with the person it is set to engage with, converts the individual's spoken words into written form in the background, analyzes the key terms within this text, and formulates an action plan accordingly. Furthermore, to enhance human interaction, it analyzes the data derived from the action plan and subsequently communicates the interpreted written language to the individual using a humanoid voice. The robot developed also functions as an Internet of Things (IoT) device, enabling it to transmit and receive commands to various devices within the same network. The completion of Phase 1 of this product is anticipated in September 2024.

Social Transformation

The social isolation brought about by the pandemic has led to an increased reliance on digital solutions in both education and remote work environments. Consequently, applications utilizing Virtual Reality (VR) for meetings have experienced significant growth due to the necessity of maintaining social distance. Currently, virtual reality training is utilized across a variety of sectors, ranging from intricate surgical simulations in medical education to the maintenance of an orbital space station. A key advantage of these training programs is that they provide participants with an immersive experience that closely resembles real-life scenarios.

It is anticipated that training sessions utilizing virtual reality headsets, particularly for new employees, will facilitate their adaptation to the workplace by allowing them to engage with various scenarios within their professional setting. Simultaneously, students will have the opportunity to immerse themselves in a school-like atmosphere, thereby enhancing their educational experience and promoting greater success.

In our production company, which is focused on technology, education holds significant value. By engaging in a learning-by-teaching management approach, our employees not only enhance their own skills but also promote the sustainable advancement of society through the dissemination of their knowledge. The individual training programs designed to foster employee development create a ripple effect throughout the community, akin to the circles formed by a stone cast into water, while the training initiatives conducted within DOF Academy yield social advantages.

To this end, the Company reaches out to all segments of society through innovation projects and events and supports social initiatives. We contribute to social transformation by collaborating with universities, high schools, associations and other institutions.

The DOF Academy actively contributes to the United Nations Sustainable Development Goals (SDGs), particularly the goal of "Quality Education," while also providing indirect support to other objectives aimed at fostering a culture of social benefit through education. The Academy's mission is to cultivate innovation as a cultural norm. To achieve this, it has established an incubation center known as the DOF Lounge, which promotes the development of ideas within a free-thinking atmosphere. This culture of innovation empowers individuals to consistently produce creative ideas and convert them into social advantages.

The DOF Lounge functions as a dynamic incubation center that reflects the principles of the DOF Academy. It offers a space for both internal and external stakeholders to host events, share information, and bring their ideas to fruition.

DOF Robotics has created cutting-edge solutions in response to the potential impacts of global health emergencies, including pandemics, on their operations. In light of the COVID-19 pandemic, the company has introduced "location-based" products designed to function effectively even amid widespread or localized lockdowns in densely populated venues, while also ensuring rapid disinfection. These offerings provide simulations and virtual reality experiences that eliminate the need for users to gather in designated spaces and facilitate remote interaction.

Furthermore, virtual meeting applications utilizing VR glasses, which were developed during this process, significantly contributed to maintaining business continuity by addressing requirements such as remote work and training. These advancements were regarded as a crucial strategy to alleviate the adverse impacts that circumstances like pandemic outbreaks can impose on the industry.

Digital Security Risk

As digitalization continues to expand, the significance of digital security risks, including cyber-attacks and data breaches, is growing. The amusement and theme parks sector is particularly susceptible to these threats, as it relies on digital platforms to manage customer information and operational systems. A cyber-attack can undermine customer confidence and lead to significant operational interruptions.

DOF Robotics safeguards customer information through the implementation of encryption technologies and conducts regular penetration testing to assess vulnerabilities to cyber threats. These strategies significantly reduce digital security risks and help maintain the continuity of the company's operations.

OUR VALUE CHAIN

In collaboration with all our stakeholders, we are committed to providing high-quality, safe, and sustainable products to foster a sustainable future.

Use of Raw Materials and Natural Resources

As DOF Robotics, we uphold our connections with all suppliers involved in the raw material supply process, adhering to a sustainable value chain grounded in ethical principles. These principles emphasize compliance with legal regulations, as well as honesty, integrity, and transparency. This methodology fosters trust and collaboration at every level of our supply chain.

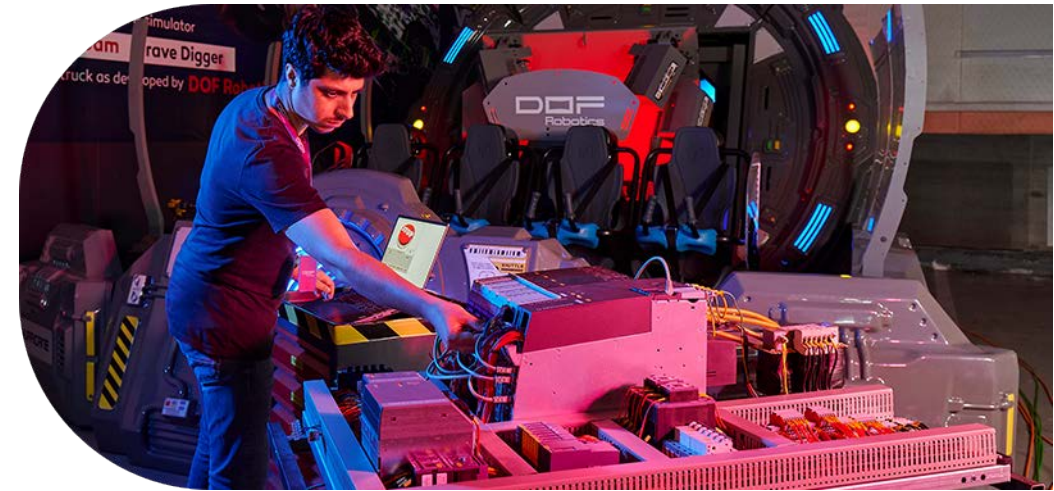
The reliance on steel as a primary component of our raw materials significantly contributes to the attainment of our sustainability objectives. The complete recoverability of steel enables us to align our operations with the tenets of a circular economy. Our commitment to sustainability is initiated with the use of responsibly sourced raw materials.

Furthermore, we implement a sustainable supply system by integrating sustainability criteria into our partnerships with suppliers. By motivating our suppliers to adhere to sustainability principles, we guarantee sustainability across our entire value chain.



Production

DOF Robotics' manufacturing practices prioritize the effective utilization of natural resources, adherence to all applicable laws and regulations, respect for employee rights and human dignity, compliance with Occupational Health and Safety standards, and commitment to environmental conservation. The manufacturing processes for products such as Flying Theaters, which provide theatrical environments featuring flight simulations; Dark Rides, which include interactive adventure tours with thematic narratives; 4D Theaters, which enhance the cinematic experience with motion, water effects, and other sensory elements; and VR & AR Games, which deliver virtual and augmented reality experiences, are conducted at the Free Zone Branch in Istanbul. Additionally, operations related to finance, sales, marketing, financial affairs, and logistics are also managed from this location.



Sales

DOF Robotics regards its clients as collaborative partners and allies, providing exceptional after-sales support. The installation of machinery is executed with precision, and detailed technical information is provided to customers through extensive documentation. Furthermore, technical service inquiries are addressed promptly and effectively to enhance customer satisfaction.

As DOF Robotics, we distribute our products to over 60 countries across six continents. This extensive export network demonstrates our position as a dependable partner in the global marketplace. The robust collaboration and team spirit we have cultivated with our clients empower us to advance with greater assurance on our path toward sustainability.



Utilization

We are one of the select companies globally that utilize entirely domestic software in our simulations and games. Our stakeholders are offered a distinctive space adventure through our innovative digital park concept simulator machines, which are available in over 60 countries. By merging cutting-edge technology with imaginative design, these simulators provide users with an authentic and exhilarating experience.


The innovative capabilities of our products represent a key characteristic that sets us apart in the industry. Our objective is to surpass customer expectations through the ongoing development of cutting-edge solutions.

These capabilities enhance DOF Robotics' position as a leader in the industry and guarantees our recognition as a trusted and preferred partner in the global marketplace.



Value Chain Step	Description	How We Manage	2023 Realized Goals
Procurement	We assess our suppliers based on our sustainability standards, which enable us to maintain sustainability throughout all phases of our supply chain and assist DOF Robotics in reaching its sustainability objectives.	<p>In the course of our visits to suppliers, we assess their sustainability using a range of criteria, subsequently completing the "Supplier Visit Report." The criteria encompass Occupational Health and Safety (OHS), quality standards, environmental effects, social responsibility, and labor management practices. This thorough assessment is essential to confirm that our suppliers adhere to sustainability standards.</p> <p>In the procurement of equipment and machinery, our preference is for items that demonstrate high energy efficiency. This is particularly true for electronic products, for which we update our purchasing criteria to prioritize those that carry energy labels. This strategy not only lowers expenses through enhanced energy efficiency but also mitigates adverse environmental effects.</p>	We initiated our initiatives aimed at minimizing carbon emissions within our supply chain and establishing a sustainable supply chain. We revised our procurement standards for compressor acquisitions to prioritize products that exhibit high energy efficiency and carry appropriate energy labels. As a result, we enhanced our operational efficiency by lowering our energy consumption.
Production	In our manufacturing operations, we prioritize energy efficiency, innovation, and research and development initiatives, while also upholding the rights and well-being of our employees, adhering to Occupational Health and Safety (OHS) standards, and ensuring compliance with legal requirements. Furthermore, we are advancing towards our objective of becoming a sustainable company through strategic technological investments and software enhancements in alignment with ongoing developments.	<p>Compliance with legal regulations is essential in all our processes.</p> <p>Our organization, which holds certifications in Quality, Occupational Health and Safety (OHS), and Environmental Management Systems, conducts its quality assurance, environmental protection, and OHS initiatives through these established management systems.</p> <p>We offer innovative and high quality products to the market with the R&D projects we develop every year.</p> <p>We use 100% local software in our products.</p> <p>We invest in renewable energy sources and energy efficiency projects, and strive to convert production vehicles into electric vehicles.</p>	<p>We have started working on projects for the use of renewable energy sources.</p> <p>We have revised our purchasing criteria to increase the number of electric vehicles and forklifts by 20%. This step aims to create a greener logistics network by reducing our carbon emissions.</p>

Logistics	<p>We have embraced a green logistics strategy by establishing essential objectives, including enhancing energy efficiency, minimizing our carbon footprint, and optimizing waste management within our logistics services.</p>	<p>Recyclable Packaging Materials: We reduce waste by using recyclable packaging materials in our packaging processes.</p> <p>Optimization of Container Occupancy Rates: We increase transportation efficiency by optimizing container occupancy rates in loading and shipment processes. Thus, logistics costs are reduced and operational efficiency is increased.</p> <p>Low Emission Vehicles: In our logistics planning, we prioritize the use of low-emission vehicles to minimize the carbon footprint associated with shipments. Our objective is to decrease carbon emissions and establish an environmentally sustainable logistics network through the utilization of electric and hybrid vehicles. We collaborate with suppliers who adhere to energy efficiency and sustainability standards in our export and import operations.</p> <p>We prefer digital documents and processes to minimize environmental impacts during customs clearance and logistics organizations. This digitalization both increases operational efficiency and reduces our carbon footprint.</p>	<p>We enhanced the utilization of recyclable materials in our packaging operations by 20%, leading to a substantial decrease in waste generation.</p> <p>By improving container occupancy rates, we realized a 12% boost in transportation efficiency, which contributed to lower logistics expenses and diminished our environmental footprint.</p> <p>Our collaboration with sustainable suppliers in both export and import activities rose by 25%.</p> <p>We lowered our carbon footprint by decreasing paper usage by 30% through the implementation of digital processes.</p>
Sales and After-sales	<p>Our sales representatives operate in four countries, providing our customers with advanced technology, superior quality, and safe products.</p> <p>We also deliver essential technical service support following the sale. Throughout the machine installation process, we ensure that our customers are informed about all required occupational health and safety measures to be observed prior to installation. The installation plan is finalized upon receiving the necessary feedback, accompanied by visual and video documentation.</p>	<p>We save energy by using energy-efficient equipment during the installation of our products.</p> <p>We prevent unnecessary energy consumption by providing trainings to our customers to ensure correct and efficient use.</p> <p>By offering remote technical support, we reduce unnecessary travel and minimize our carbon footprint.</p> <p>In cases where on-site service is required, we prefer energy-efficient vehicles and equipment.</p> <p>By implementing waste management procedures in service and maintenance processes, we reduce the amount of waste, and we also use recyclable materials.</p>	<p>We increased the use of energy-efficient equipment in installation processes by 20%. We reduced unnecessary consumption by 15% by saving energy in customer trainings.</p> <p>We reduced carbon emissions from travel by increasing remote technical support by 30%.</p> <p>Thanks to waste management procedures, we reduced the amount of waste generated in service processes by 10%.</p> <p>Increased the use of recyclable materials by 15%.</p>



AT DOF ROBOTICS, OUR MANAGEMENT PHILOSOPHY IS GROUNDED IN THE PRINCIPLES OF TRANSPARENCY, ETHICS, ACCOUNTABILITY, AND ADHERENCE TO LAWS AND REGULATIONS.

THE BOARD OF DIRECTORS

DOF Robotics is dedicated to upholding principles of fairness, transparency, accountability, and responsibility in its corporate governance. Aligned with our company's core values, we advocate for a robust corporate framework that fosters sustainable financial and operational achievements. Our governance model adheres to both national and international legal regulations and standards, as compliance with these legal requirements is fundamental to our management strategy.

In accordance with our commitment to equality, we engage with all our stakeholders in a fair and unbiased manner, consistently upholding fairness in our decision-making processes and practices. This principle is applicable to all stakeholders, including our employees, customers, suppliers, and the broader community.

In alignment with our commitment to transparency, we ensure that all stakeholders receive precise, comprehensible, and prompt information regarding our company's operations. Consistent with our principle of equality, we guarantee that all employees are afforded equal rights, free from any form of discrimination.

Our Board of Directors, the highest decision-making authority in our Company, consists of 3 members. Our Board of Directors consists of the Chairman of the Board of Directors and 2 members, 1 of whom is a woman. The Board of Directors takes investment decisions by considering the long-term success of our company, taking into account the economic, environmental and social impacts of our company, establishes corporate policies for the development and growth of the company and determines the strategic direction of our company. The Board of Directors takes investment decisions by considering the long-term success of our company.

Reporting to the CEO, we have 4 senior managers CCO (Sales and Marketing), CTO-Technical (R&D), COO (Operations), CFO (Financial Affairs and Finance). Our Senior Management, led by our CEO, is responsible for all activities of our company. Accordingly, our Senior Management team manages our company's operational, financial, strategy, sales, procurement, R&D, OHS, sustainability and corporate social responsibility issues.

DOF Robotics upholds its commitment to employee health and safety, environmental consciousness, respect for community values, teamwork, innovation, trust, and quality. We conduct our operations and services with a focus on openness, transparency, adherence to legal regulations, and accountability to all our stakeholders.

Our policies that we have published and committed to comply with are as follows:

Our Quality Policy

Goals:

It is essential to implement a management strategy that disseminates our comprehension of quality throughout every phase of our business operations, while also considering the requirements of all stakeholders, including customers, suppliers, and employees, to guarantee adherence to established standards.

What we do to achieve our goals:

- To document, certify and continuously improve our Quality Management System in a way to fulfill the requirements of ISO 9001 standard;
- To work in a planned and systematic manner by prioritizing the principle of quality and efficiency, with a team spirit and by ensuring the participation of all our employees in the processes;
- To take decisions based on data in our approaches;
- To investigate the national and international standards, specifications, legislation and directives required for the product and to carry out the necessary work to fulfill them;
- To conduct an effective process audit and to take necessary actions to prevent the recurrence of nonconformities;
- To produce products in line with customer expectations with quality materials and equipment in the production process by always prioritizing product reliability;
- To continuously develop and improve our Quality Management System.

Occupational Health and Safety Policy

Our objective is to conduct initiatives that enhance the health and safety of our employees within the workplace, ensuring that we do not compromise environmental health and fully adhere to the regulations established by law.

SUSTAINABILITY MANAGEMENT

At DOF Robotics, we recognize the demands of both the present and the future. In our commitment to serving society, we prioritize the harmonious relationship between humanity and nature. Collaborating closely with our stakeholders, we diligently execute our operations to ensure that our products are delivered reliably into the future.

In 2023, we formed the Sustainability Committee to foster a beneficial influence throughout our entire value chain, aligning with our strategic objectives of environmental stewardship, social awareness, and the establishment of a secure workplace for our employees. This committee is dedicated to the development of innovative initiatives aimed at realizing our sustainability targets and meeting our environmental and social obligations. Our Sustainability Committee, under the guidance of our CEO, collaborates with the Strategic Planning Committee and pertinent departments to establish sustainability strategies, objectives, and policies. This committee is responsible for monitoring performance, taking necessary actions, and assessing the risks and opportunities our company encounters in relation to environmental, social, and economic matters.

To promote enhanced accountability regarding sustainability matters, we recognized the environmental, social, and economic objectives of our management team and ensured their incorporation into the performance assessment process.

We have added sustainability indicators to the performance criteria of our CEO, who leads the Sustainability Committee.

While creating the sustainability strategy map, we took into account the United Nations' 17 Sustainable Development Goals (SDGs), consisting of 169 sub-headings. We set our targets to contribute to 8 of the SDGs.

Sustainability Committee

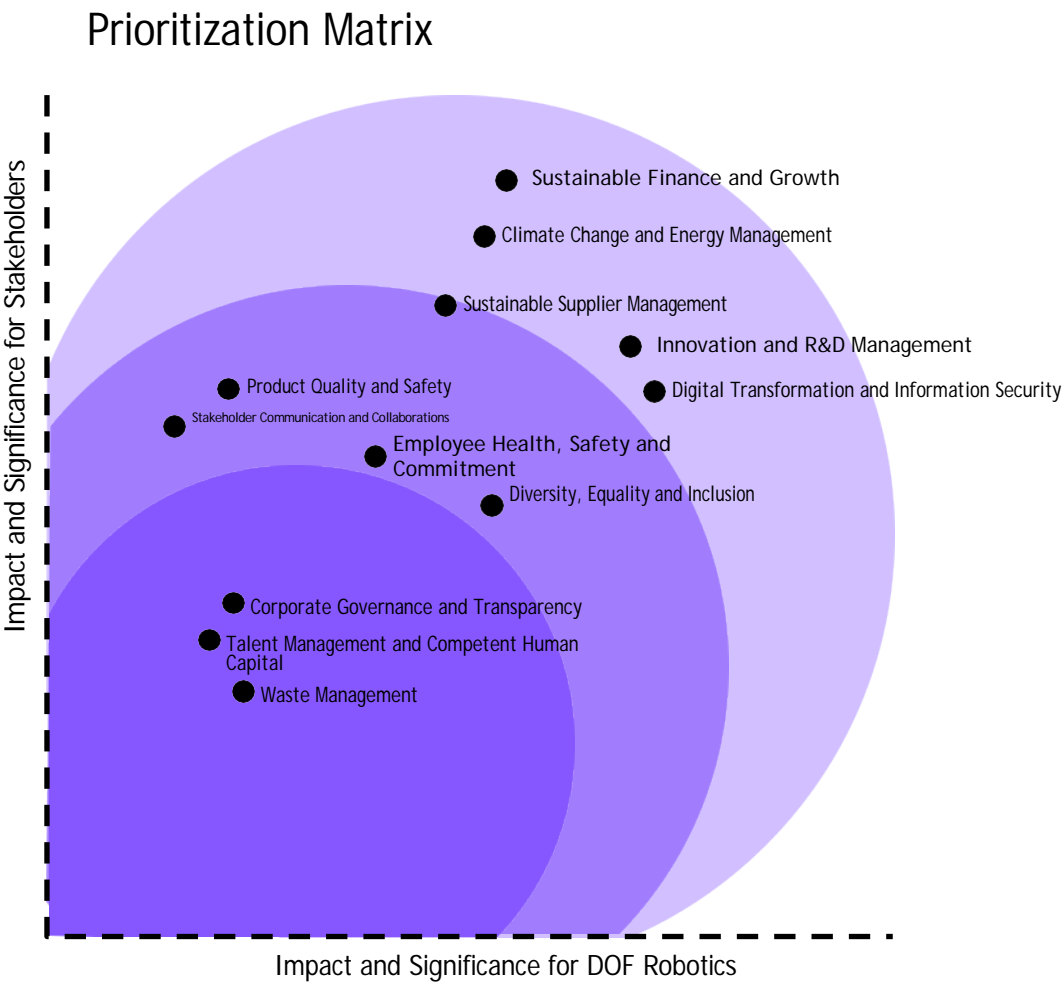
- **Chairman:** CEO
- **Vice Chairman:** Environmental Manager
- **Members:**
 - **Quality Management:** Quality Manager
 - **Production Management:** Production Manager
 - **Procurement:** Procurement Manager
 - **Planning & Foreign Trade Operations & Material, Warehouse & Operations & Supply Chain:** Operations & Supply Chain Director
 - **R&D Center:** CTO & R&D Manager
 - **Sales & Marketing:** CCO & Sales & Marketing Manager
 - **Planning & Warehouse:** Planning Manager
 - **After Sales:** After Sales Manager
 - **Project Management:** Project Management Manager
 - **Human Resources:** Human Resources Manager.

During the regularly scheduled committee meetings, the following aspects are assessed: the achievement rate of Environmental, Social, and Governance (ESG) objectives established in alignment with the expectations of both internal and external stakeholders; the formulation of new targets; global trends and advancements; sustainability-related risks and opportunities; energy efficiency initiatives; waste management practices; potential impacts of emerging laws and regulations on DOF Robotics; environmental and social initiatives; product innovation; stakeholder expectations; and sustainability training programs.










Prioritization Analysis

In 2023, we undertook a Prioritization Analysis to establish the key priorities of our organization. Throughout this process, we recognized our environmental, social, and economic priorities while considering the perspectives of our stakeholders. The methodologies employed are outlined as follows:

- Sector Analysis:** We investigated the sustainability challenges and opportunities within the industry, focusing on significant issues outlined by the International Financial Reporting Standards, risks identified in the World Economic Forum (WEF) Global Risks Report, and information provided by the International Federation of Robotics (IFR).
- Prioritization:** As a result of the review, we identified our environmental, social and governance issues and compared them with our company values.
- Department Opinions:** We received the opinions of our departments on the topics we identified.
- Senior Management Endorsement:** Our senior management has granted approval for the prioritized issues we developed in accordance with the feedback received.



Top Priority Issues	Secondary Priority Issues	Tertiary Priority Issues
Sustainable Financing and Growth	Product Quality and Safety	Talent Management and Competent Human Capital
Climate Change and Energy Management	Employee Health, Safety and Commitment	Corporate Governance and Transparency
Innovation and R&D Management	Diversity, Equality and Inclusivity	Waste Management
Sustainable Supplier Management	Stakeholder, Communication and Collaborations	
Digital Transformation and Information Security		

Priority	Objective	2030 Goals	Related SDG
Climate Change and Energy Management Sustainable Supplier Management	We focused on recycling and reducing greenhouse gas emissions for the sustainability of our company and environmental protection.	To achieve net zero carbon emissions in our entire operation process. To complete the renewable energy resources project. To ensure total electricity consumption from renewable energy sources. To assess the risks associated with climate change in all our investments and to take the necessary actions.	  
Sustainable Financing and Growth Product Quality and Safety Innovation and R&D Management Digital Transformation and Information Security Stakeholder Communication and Collaborations	We will persist in our investment and product development initiatives by bolstering them with our research and development capabilities.	To focus on cultural, quality and safe products by developing the product categories we provide to the entertainment world in cooperation with all our stakeholders. To focus on R&D studies by increasing the R&D budget we allocate to our projects to produce robotic solutions. To achieve zero carbon emissions in all the products we develop. To establish the ISO 27001 Information Security Management System.	   
Corporate Governance and Transparency Employee Health, Safety and Engagement Talent Management and Competent Human Capital Diversity, Equality and Inclusion	We will enhance our operations by reinforcing our collaboration with our employees.	To add a talent management pool to the performance appraisal system. To implement a leader development program. To increase the ratio of female managers from 14% to 30%.	 
Waste management		Minimizing the amount of waste.	

"OUR NATURAL CAPITAL IS OUR PRIORITY"



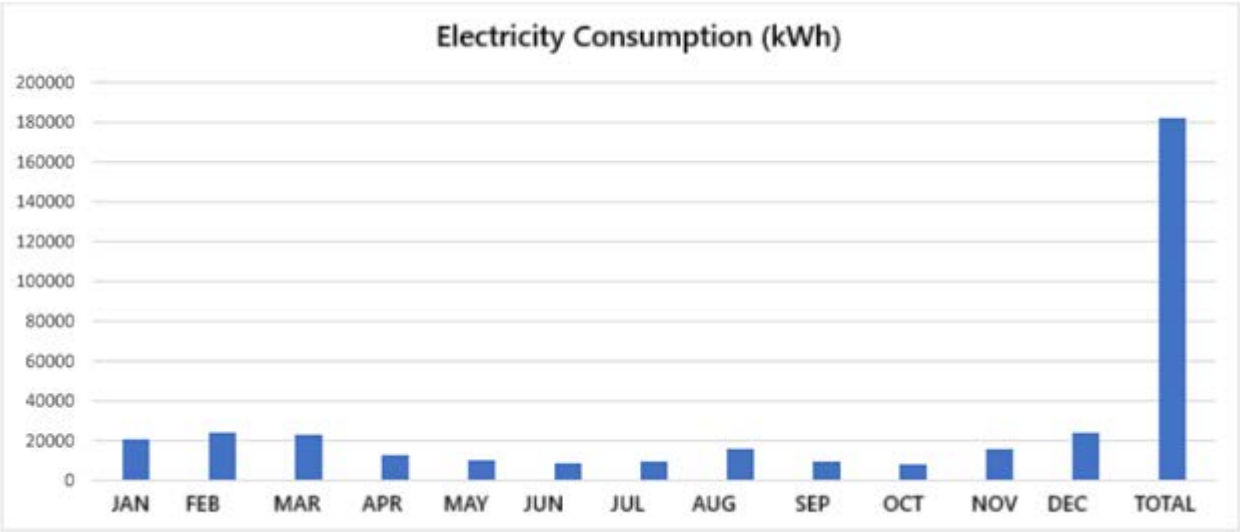
ENVIRONMENTAL MANAGEMENT

Our Environmental Performance

The production process is characterized by the absence of water usage and emission sources. We adopt efficient practices aimed at enhancing energy efficiency and minimizing our corporate carbon footprint. We prioritize waste recovery and are committed to achieving a 100% recovery rate for all waste generated by our company.

Energy Efficiency

Our 2023 electricity consumption is shown in the graph.



Carbon Footprint

In 2024, we aimed to calculate our corporate carbon footprint.

Waste Management and Recycling

Metal, plastic and paper wastes are sent to recycling facilities for 100% recovery.

Water and Wastewater Management

Our company does not utilize water during the production processes; therefore, our engagement with water resources is limited to the daily needs of our employees, which are met through the municipal supply. To enhance water efficiency, all faucets have been upgraded to sensor-operated models. The total annual water consumption amounts to 445 cubic meters.



“OUR EMPLOYEES ARE OUR STRENGTH IN OUR SUCCESS AND OUR CAPITAL IN OUR SUSTAINABILITY JOURNEY”

EMPLOYEES

At DOF Robotics, we recognize that our employees are our greatest asset, driving our success. That's why we place a strong emphasis on fostering employee loyalty and maintaining transparent communication across all levels. We are deeply committed to equality, diversity, and inclusion, as well as nurturing talent development and performance management, while ensuring the health and safety of our workforce. The Human Resources Directorate plays a crucial role in managing workforce dynamics, enhancing employee satisfaction, and coordinating training programs. They are responsible for overseeing talent management, compensation, succession planning for key positions, and strengthening employer branding and internal communication.

As DOF Robotics, we oversee all Human Resources functions within a cohesive and integrated framework, placing Human Resources Management at the core of our business strategies. This approach is designed to enhance our competitiveness while ensuring that our operations are aligned with the delivery of high-quality products and services. By prioritizing our human resources processes, we strive to foster a corporate culture that embraces new developments, encourages learning, and remains receptive to innovative ideas, all while continuously refining our practices to meet these objectives.

Our HR department prioritizes the cultivation of innovative concepts in collaboration with our employees, aiming to establish optimal working conditions that enhance employee satisfaction and foster the development of their talents.

All employee-related processes are grounded in the principle of **"Respect for Employees and Human Rights."** We implement a robust management strategy that embodies the philosophy of "People First," fostering a corporate culture that emphasizes learning and is guided by clear objectives and systematic methodologies. In alignment with our sustainability strategy, we are committed to achieving our objectives by prioritizing the recruitment of skilled and innovative individuals to our organization. We aim to contribute to our nation's economy by generating employment opportunities, enhancing the skills of our workforce, and fostering environments that allow their talents to flourish. Our human resources policy, which places a high value on individuals, is also grounded in the safeguarding of employee rights as outlined by legal frameworks and both national and international standards.

As of December 2023, our workforce, which includes sales representatives across four countries, totals 79 employees. We are committed to fostering a culture of inclusion and diversity, ensuring that all employees have equal opportunities and can fully utilize their talents, knowledge, and skills in a supportive environment.

Our Recruitment Process

The foundation of our recruitment policy is to strategically plan the workforce in alignment with our needs analysis, ensuring that individuals are assigned to appropriate roles that reflect the values and corporate culture of DOF Robotics. In this regard, candidates sourced from diverse channels are incorporated into evaluation processes tailored to the specific requirements of each position. Our assessment methodology encompasses not only interviews but also behavioral assessments, language proficiency tests, general aptitude evaluations, practical skills assessments, and case studies, all of which are adapted to the level and demands of the roles in question.

By selecting candidates who align with the values of DOF Robotics and our corporate culture, we contribute to the enhancement of our nation's economy through meaningful employment. Adhering to our commitment to inclusion, equality, and diversity in the workplace, we approach our recruitment process with great care, recognizing the worth of each candidate. In 2023, we successfully hired 16 individuals.

Remuneration and Fringe Benefits

Our Remuneration Policy and Payroll Procedure are carefully implemented according to the steps determined in accordance with market conditions, maintaining internal balances and taking into account the experience and competencies of our employees.

Supporting Young Talents

According to OECD statistics from 2021, it is projected that by 2025, Generation Z will make up 30% of the global population and 27% of the workforce. Additionally, data from TurkStat indicates that Generation Z accounts for 39% of Turkey's population. We value the energy and innovative ideas of Generation Z and individuals under 30, whom we recognize as the driving force behind digitalization. In alignment with our commitment to inclusivity, we prioritize the integration of our young employees into our organization. We actively support emerging talents who contribute to the dynamism and vitality of our company through training programs that showcase their knowledge and skills across various domains, and we facilitate their involvement in decision-making processes.

Young Talents Internship and Training Support Programs

To draw young talent to our organization and share our expertise for their future professional journeys, we offer internship opportunities for university students and implement initiatives aimed at assisting high school students. To enhance software education in vocational high schools, we conducted training sessions on game development, embedded software, machine design, and industrial design from February 15, 2022, to August 15, 2023.

Talent Management

We conduct the Performance Evaluation System annually to facilitate decision-making regarding employee promotions, rotations, and transfers, in collaboration with our staff. Our Performance Evaluation Procedure assesses the effectiveness of individual contributions towards achieving the strategic objectives of our company, utilizing fair and objective criteria.

At the end of each year, the Board of Directors, in coordination with the Human Resources Department, prepares the career plans of employees based on the results of performance evaluations.

This approach aims to enhance the capabilities of our high-performing employees by providing them with career advancement opportunities. In 2023, a total of 75 employees participated in the Performance Evaluation System, and there were no individuals whose performance fell below the expected standards.

Employee Trainings

DOF Robotics regards the training of its employees as a crucial aspect of the company's growth and consistently allocates resources towards enhancing our human capital. Through the DOF Academy, we implement policies designed to elevate the knowledge and skills of our workforce while fostering their professional and personal growth. Our objective is to support our employees throughout their career paths, addressing their developmental needs and thereby enhancing the overall performance of DOF Robotics.

We support both the technical knowledge skills and personal development of our employees through in-house and outsourced trainings.

Our Training and Development Policy and Procedures are designed to assist our employees in their professional, technical, and personal growth through various training programs and seminars. This initiative aims to enhance the overall performance of our Company while addressing the developmental needs of our workforce.

In 2023, we provided 1704 person/hours of training, including Occupational Health and Safety Training, Brand Training, English Speaking Training.

Employer & Employee Relations

The outcome of the employee satisfaction survey conducted in 2023 indicated a score of 75%. Based on the feedback provided by our employees, we enhanced the physical work environments and established a lounge area.

EQUALITY, DIVERSITY AND INCLUSION

At DOF Robotics, equality, diversity, and inclusion are not just principles; they are the cornerstones of our sustainability strategy. These values are the driving force behind our commitment to fostering a diverse workforce, creating an inclusive workplace, and ensuring equal opportunities for all employees.

We are dedicated to upholding the rights of every employee and ensuring that fair working conditions are provided to all.

Inclusion is a vital component of our organizational culture. Our commitment to inclusion is integral to our organizational culture — we believe that embracing a wide range of perspectives and experiences fuels innovation and creativity.

Diversity embodies the wealth and resilience of our workforce. The integration of individuals from various backgrounds, experiences, and viewpoints plays a crucial role in the success of our organization.

By prioritizing the principles of equality, inclusion, and diversity within our sustainability strategy, we are dedicated to fostering a more equitable, inclusive, and diverse workplace. At DOF Robotics, we stand by the following core principles:

- We honor diversity and ensure that everyone has the chance to thrive..
- Our actions are grounded in fairness, integrity, and inclusivity.
- Our decisions regarding recruitment, training, performance evaluation, compensation, and promotions are based solely on the qualifications, skills, experience, and performance of each employee. We maintain a non-discriminatory environment in the workplace, free from bias related to gender, ethnic background, religion, race, nationality, age, disability, marital status, and other factors. Discrimination is not tolerated.
- We actively drive initiatives to increase female representation and create more opportunities for individuals from diverse age groups to join our team..

- We actively promote a diversity of opinion, creating an environment where employees feel empowered to voice their ideas and suggestions. We also support and encourage participation at all levels.
- We are committed to gender equality in our hiring practices and maintain a non-discriminatory approach in our remuneration policies.
- We prioritize providing our employees with a peaceful, safe, and secure working environment where everyone can thrive..
- We embrace an inclusive approach in our leadership culture and management strategies.

We attach importance to supporting women and their participation in management positions, and we implement a fair and performance-based remuneration policy for all our employees.

Female Employees: 25% of Total Workforce

Female Employees Starting Work in 2023: 18% of Total Workforce

Ratio of Female Executives: 14

Ratio of Employees Under 30 to Total Workforce: 52%

We have no subcontractor employees.

Human Rights and Code of Conduct

Our Code of Conduct and Human Rights Policy covers our employees in all processes of our company and our stakeholders with whom we have business relations and includes our ethical practices.

Our Ethical and Moral Values Procedure outlines the key areas of sensitivity within our organization, including a commitment to non-discrimination based on factors such as ethnic origin, language, religion, and gender. We aim to establish standard behavioral models and promote an inclusive environment that enables individuals from diverse cultural backgrounds to thrive within our company.

We uphold ethical standards and promote fair competition in our business operations, diligently managing our processes to ensure adherence to the laws and regulations of every country in which we operate. We refrain from any actions that could potentially harm our company's reputation, and we ground all our activities and services in strict compliance with the applicable legal frameworks.

We expect all our stakeholders to comply with our Code of Conduct and our anti-bribery and anti-corruption policies.

DOF Robotics recruits individuals who exemplify diligence, commitment, loyalty, and dependability, all of whom possess strong ethical and moral principles. Our workforce adheres to core values including honesty, confidentiality, and a sense of duty. They are cognizant of their roles and responsibilities, ensuring that they act in the best interests of the company while performing their duties. Furthermore, they steer clear of any circumstances that could potentially harm the company's reputation for integrity and honesty.

When actions that contradict ethical and moral standards are identified, employees are encouraged to express their inquiries and concerns by emailing ethics@compliance.com. It is crucial to maintain the confidentiality of the reporting employee's identity in accordance with legal and administrative obligations.

In all our business relations with suppliers and customers, we expect them to meet the conditions in our Code of Conduct and Human Rights Policy, and we add them as an annex to all our Contracts.

We conduct training activities to raise employee awareness and raise awareness about our Code of Conduct and Human Rights Policy.



OCCUPATIONAL HEALTH AND SAFETY

“We care about the well-being of our employees by ensuring they operate in a safe environment.”

Our Occupational Health and Safety Policy enables us to conduct initiatives aimed at enhancing the health and safety of our employees within the workplace, while strictly adhering to legal regulations and ensuring that environmental health is not compromised.

We take full responsibility for ensuring a safe and healthy workplace, with the ultimate goal of achieving zero workplace accidents. Our approach involves continuously assessing risks, developing effective action plans, and evaluating them through the lens of our ISO 45001 Occupational Health and Safety Management System.

Our Company upholds rigorous standards in Occupational Health and Safety (OHS) and collaborates with a dedicated health and safety unit that specializes in this area. In accordance with the intervals established by the Occupational Health and Safety Law No. 6331, our OHS Specialist conducts regular visits to our company. During these visits, he performs field inspections and delivers extensive training sessions for our newly hired employees.

Under the guidance of our Class B OHS specialist, we continuously make improvements to ensure that our employees are in a safe and healthy working environment. In this way, we aim to minimize occupational accidents and occupational diseases and increase the welfare of our employees and the productivity of our company.

We meticulously follow the steps set out in our Occupational Health and Safety (OHS) procedure to ensure that our operations are carried out efficiently, safely and in compliance with legal regulations. In this context, an Annual Work Plan is prepared every year by the OHS Specialist, Workplace Physician and Human Resources.

OHS Board Meetings play a crucial role in our safety management, where we assess risks, identify gaps, analyze accidents, and review emergency drill outcomes. We take immediate actions to address any deficiencies and assign responsibilities to the relevant personnel.

Emergency Plans encompass regular drills focused on fire fighting, rescue operations, first aid, medical intervention services, and responses to natural disasters. These exercises are designed to ensure that our employees are adequately prepared to handle emergencies.

The Occupational Health and Safety (OHS) Specialist, along with the Occupational Physician, is responsible for overseeing the health surveillance of employees concerning all matters related to occupational health and safety. They also offer advice to the Human Resources Department regarding the assessment of the working environment. Newly hired employees undergo OHS training on the job after completing health checks and screenings. For current employees, these training sessions are conducted at regular intervals to maintain ongoing awareness and provide refresher training.

Recognizing the importance of education as one of the cultural transformation tools in the OHS Management System, we continued our OHS Training activities in 2023.

These training sessions include the following topics:

- Regulations and Legislation
- Basic Occupational Safety
- The Use of Protective Materials
- Certified First Aid
- Risk Management
- Emergency Plans
- Safe Driving
- First Aid
- Fire
- Competence and Competency

CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES

We strive to support and advance society with a sense of corporate social responsibility.

The emergence and advancement of innovative concepts within the software industry are believed to contribute significantly to the social, economic, and cultural progress of society. In light of this belief, we participated as a supporting organization in the 16th National Software Engineering Symposium in 2023. This symposium serves as a pivotal event that influences the future trajectory of software engineering research. Attendees exchange the most recent research findings and technological innovations, thereby driving progress within the industry. Consequently, the Turkish software sector enhances its competitiveness on a global level.



Promoting education, which serves as a vital foundation for economic growth and plays a crucial role in societal development while influencing the future of communities, is a key aspect of our corporate social responsibility initiatives. We are convinced that investing in students and educational endeavors is one of the most significant contributions to future prosperity and enhances awareness of sustainability. In this regard, we participated as a sponsor in the SPACE SUMMIT event organized by the Space and Art Kitchen club at Yıldız Technical University in 2023.



“OUR CONTRIBUTIONS TO THE VALUE CHAIN”

OUR SUPPLY CHAIN MANAGEMENT

We advocate for the advancement of sustainability principles within the organizations we collaborate with by implementing specific criteria in our supply chain management practices.

In 2023, we incorporated sustainability-focused criteria into the performance metrics used to assess our suppliers. These metrics evaluate their market position, quality, adherence to deadlines, compliance with quantity requirements, pricing, and payment terms. The sustainability criteria encompass Environmental Management Systems (EMS), Occupational Health and Safety (OHS), Energy Management Systems, human rights policies, as well as targets for sustainability and energy efficiency.

Following each order, our suppliers are evaluated based on these criteria using the ERP system, which subsequently determines their supplier category. In instances of non-compliance, we seek alternatives for suppliers with low scores, and we may discontinue cooperation if deemed necessary. This is particularly emphasized when engaging with local suppliers, where we actively pursue cost reduction and quality enhancement initiatives.

Suppliers' performance is evaluated monthly and monitored through Key Performance Indicators (KPIs). In this way, the effectiveness and efficiency of our supply chain is continuously reviewed and improved.

Local supplier spending and the percentage of local suppliers engaged are consistently tracked in accordance with our organization's objectives for cost optimization and sustainability. Collaborating with local suppliers is favored not only to achieve cost benefits but also to enhance the sustainability of the supply chain.

Supplier visits are carried out routinely to evaluate supplier performance and enhance collaboration opportunities. These assessments focus on product quality, production capabilities, and technical expertise.

The expenditures associated with local suppliers and the proportion of local suppliers engaged are consistently reviewed to align with the company's financial optimization and sustainability objectives.

As of 2023, the proportion of local suppliers engaged stands at 60%.

CUSTOMER RELATIONSHIP MANAGEMENT

We shape our product range in line with the expectations of our customers.

We are committed to making a significant impact in the amusement industry through the products we provide, emphasizing quality and reliability. Our dedication to operational excellence allows us to enhance efficiency throughout our entire value chain, thereby ensuring the highest standards of quality and trust in our offerings.

We operate with a commitment to maintaining the highest standards of customer satisfaction and fostering long-term partnerships. Our customer-centric approach emphasizes the importance of meeting our clients' needs, and we proactively reach out to them post-sale to address any requirements they may have.

Six months following the sale and installation of the machine, a Quality Satisfaction Survey is distributed to customers. The survey results are analyzed and assessed using a defined scoring system. The findings of this evaluation are communicated electronically to all unit managers and senior management. Subsequently, a list of necessary actions is developed and coordinated in collaboration with the managers and the quality manager.

- All processes related to feedback and complaints are carried out through ERP software.
- Feedbacks are received with the Customer Complaint Tracking Form.
- Feedbacks are forwarded to the Quality Manager.
- An Officer is assigned by conducting research with feedback.
- Solution proposals are developed by the Quality Manager and the relevant unit.
- Proactive measures are taken by initiating DÖF to avoid similar situations.

In 2023, a significant enhancement was made to the seats manufactured, specifically through the substitution of the under-seat adaptation sheet. This modification has notably decreased the duration and, consequently, the expenses associated with maintenance and repair activities. This development aids in lowering operational costs and ensuring the seamless continuation of business operations.

Minimized travel to various countries for maintenance and repair activities has contributed to a decrease in our carbon footprint. We regard this enhancement as a significant advancement toward meeting our sustainability and carbon footprint reduction objectives.

In addition, the following activities are carried out regarding brand perception and customer satisfaction:

1. "End-user surveys at fairs" are conducted
2. "MARKET RESEARCH" studies are conducted on an annual basis and data is obtained from various sources.
3. The following surveys are conducted for customer and investor satisfaction and sectoral situation analysis;
 - 3.1. Customer Satisfaction Survey 1_ Installation Training and the training provided are evaluated.
 - 3.2. Customer Satisfaction Survey 2_Investor satisfaction is assessed.

According to customer survey results, our satisfaction score is around 90%.

Product Management

The implementation of the lean production methodology aims to attain superior quality and flawless production while utilizing minimal resources. This led to the establishment of a framework for lean production processes, accompanied by initiatives to enhance awareness regarding various aspects, including project-based management, emphasis on quality, adherence to delivery schedules, prompt responses to customer inquiries—ultimately fostering customer satisfaction—and the management of non-value-adding and inefficient areas.

Upon the Company's relocation to the Istanbul Specialized Free Zone, the structure for lean production processes was established, and subsequent practices were outlined along with the initiation of awareness activities. Within this context, key performance indicator (KPI) assignments and objectives were set in various areas:

- | | |
|--|--|
| • "Taiichi Ohno - 7 major wastes" | • "Fast Response to Customer Requests and Customer Satisfaction" |
| • "3M - Muda-Mura-Muri wastes" | • "Non-Value Creating Activities" |
| • "Project Based Production" | • "Matrix Management System" |
| • "Inventory Management" | • "Additional Costs" |
| • "Focus on Quality and Lead Times" | • "Inefficient Use of Space" |
| • "Fast Response to Customer Requests and Customer Satisfaction" | |

In this way, approaches and practices that fall within the scope of the “Lean Production” approach are adopted, focusing on objectives such as:

Customer satisfaction (Customer Surveys and Comprehensive After Sales Analyses), profitability (the “product profitability” ERP reporting system put into practice)

Delivery performance increases (On-Time Delivery Rate Analyses, also measured as KPIs).

Promoting a culture of continuous improvement (Establishing a system infrastructure for Corrective Action and Nonconformity Reports and ensuring follow-up by assigning KPIs)

Increased employee satisfaction and participation (Conducting Employee Satisfaction Surveys through Human Resources structuring, analyzing and evaluating them in the Executive Committee)

Reduction in inventory levels and machine-process errors (Identification of critical stocks with the planning department and implementation of Inventory Management methodology, regular submission of stock status reports)

Regulation and improvement of supplier relations (Regular creation of supplier performance scorecards through the ERP system and presentation and evaluation of analysis results).

The following techniques are employed for the integration of the production process, aligning with the established objectives and principles. The Human Resources Department is coordinating training sessions and studies to promote the adoption of these techniques.

KAIZEN: Continuous improvement and learning (for rapid development)

JIT: Just in Time Production

VSM: Value Stream Mapping, One-piece flow and U-cell (for opportunity identification)

Tensile systems, Kanban, Milk run,

SMED: Single Minute Exchange of Die

S: Eliminating sources of problems (for organizational order)

HOSHIN KANRI: Strategic Alignment

YAMAZUMI: Work and Capacity Balancing (for time traps)

HEIJUNKA: Workload Smoothing, Demand - Production Leveling

POKA-YOKE: Error preventing devices (Error prevention)

****Sheet metal design**

**** Symmetrical designs to reduce cost and error probability in the molding process.**

JIDOKA (On-site quality): Autonomation, Visual management, Standardization

Proactive (Preventive) Approach; go and see (Genchi Genbutsu)

All of our products are developed and produced in compliance with the EN 13814 and ASTM24 Safety Requirements for Amusement Rides Standards. We also provide Design Approval for both Mechanical and Electrical Designs, along with EMC and LVD test reports for our offerings. Furthermore, mechanical and static analyses of our machines are conducted in accordance with safety standards to ensure their reliability.





“OUR GREATEST STRENGTH IN OUR SUSTAINABILITY JOURNEY: R&D1

THE POWER OF SUSTAINABLE TECHNOLOGICAL PROGRESS: R&D

As of 2018, we were awarded the official designation of an R&D Center and commenced our operations in this capacity. With a commitment to developing innovative solutions and leading the industry, we place significant emphasis on our research and development initiatives.

Our R&D budget has averaged 8% of our company turnover in the last 5 years.

As the Research and Development Center, we have been at the forefront of numerous innovations. Our capabilities in innovation extend beyond the amusement industry, significantly enhancing healthcare services as well. Throughout the pandemic, we successfully created the Autonomous Mobile Robot (AMR), a fully autonomous device designed for the sterilization of hospitals and confined spaces. Additionally, we developed an Artificial Intelligence Supported Smart Disinfection Cabinet and IoT disinfection robots utilizing Ozone and Xenon technology through our dedicated R&D efforts. We are committed to fostering rapid advancements by expanding our product range with our groundbreaking initiatives in robotic solutions.

Our company completes an average of 6 R&D projects every year within the scope of R&D activities. Some examples of these projects are as follows:

AMR (Autonomous Mobile Robot)

We created the Autonomous Mobile Robot (AMR) as a prototype intended for application in the agricultural and service industries. This initiative involves a robotic product equipped with autonomous navigation and task execution features, aimed at enhancing efficiency and operational effectiveness.

The objective of the project is to develop a highly accurate and efficient robot capable of autonomously executing tasks such as planting, irrigation, and harvesting in agricultural settings, as well as providing welcoming and guiding services in amusement parks and public spaces within the service industry. To achieve this, the robot is designed to utilize a range of sensors, including LIDAR and GPS, along with artificial intelligence algorithms to perceive its environment and navigate obstacles to reach designated locations. Furthermore, the robot will be equipped with regenerative engines to enhance energy efficiency.

In the agricultural industry, AMR will bring great benefits in many different areas. Precision sowing and planting will ensure that seeds and seedlings are placed in the right spots for optimal plant growth.

Effective irrigation and fertilization methods will enhance agricultural productivity by guaranteeing that plants receive the necessary water and nutrients promptly and in appropriate amounts. Additionally, AMR will autonomously carry out the harvesting of fruits and vegetables. The precision and efficiency of these processes will elevate product quality while simultaneously lowering costs within the agricultural industry.

The utilization of Autonomous Mobile Robots (AMR) in the service industry encompasses a broad range of applications. In environments such as hotels, shopping centers, and amusement parks, these robots can autonomously execute routing and greeting functions, thereby reducing the likelihood of human errors. The tasks of welcoming and guiding guests will be conducted in a manner that upholds efficiency standards, leveraging the programmable features of robots. Furthermore, AMRs will be employed in activities such as product demonstrations and integration with Internet of Things (IoT) systems, which will enhance customer satisfaction and elevate the quality of service. This adaptable application of robotics is expected to boost operational efficiency and lower labor costs within the service sector.

Artificial Intelligence Photo Booth (AIQ)

A software application has been created that harnesses the capabilities of artificial intelligence technologies, enabling users to effortlessly modify their photographs and achieve high-quality results. This initiative features a user-friendly interface (UI) that permits users to capture images, apply a range of visual effects and styles, and receive the final outputs in either digital or physical formats. The smart booth developed as part of this project offers an intuitive user experience and delivers a graphical solution enhanced by artificial intelligence.

The software we created operates on artificial intelligence algorithms that were designed utilizing a computer equipped with substantial processing capabilities. An integrated high-resolution touch screen enhances user interaction. A sophisticated camera system captures high-quality images, which can be printed immediately or downloaded digitally through a high-resolution printer.

The software's user-friendly interface stands out as one of its most significant attributes. This interface enables individuals of varying ages and skill levels to effortlessly apply artistic effects and styles to their photographs using 16 distinct AI-driven prompts. Users have the option to either print their creations immediately or download them digitally to their mobile devices by scanning the QR code.

The software for photo conversion, powered by artificial intelligence, has received significant praise for its ability to allow users to creatively alter their images while achieving high-quality results. Following its commercial release, it is anticipated to attract a diverse range of customers due to its innovative and user-centric design. This initiative presents a novel perspective in the realms of artificial intelligence and user interface development, enhancing the photo conversion process for users and leading to a high degree of satisfaction.

This project, aimed at enhancing our organization's expertise in artificial intelligence and visual processing technologies, will play a crucial role in advancing our innovation and technology-driven growth strategy. Our software for photo conversion, powered by AI, will facilitate our technological advancement by prioritizing innovation and ensuring customer satisfaction.

STAKEHOLDER RELATIONS MANAGEMENT

As the Sustainability Committee, we identify the individuals and organizations influenced by our actions and that play a crucial role in the performance of our company as our stakeholders.

Our sustainability strategy is founded on an inclusive framework that takes into account not only our internal objectives but also the expectations and opinions of all our stakeholders. We are committed to advancing our sustainability efforts collaboratively with our stakeholders, striving to align with global trends while meticulously assessing stakeholder feedback to ensure their protection in the future.

Our methods of communication with stakeholders are tailored to the specific issues at hand. The duration of monitoring and the units responsible are also established based on these issues. We consistently assess and analyze the perspectives, requirements, and expectations of our stakeholders, who play a crucial role in guiding our sustainability initiatives, utilizing the most effective communication channels and media available. This strategy provides us with a significant advantage in reaching our sustainability objectives and fostering robust relationships with our stakeholders.

Stakeholders	Communication Platform	Communication Frequency
Employees	HR Web and Mobile Communication	Continuously
	Social Media	Continuously
	News Bulletins-General Announcements on Occupational Health, Safety and Environment, Quality Management System, Sustainability Activities,	Monthly or for a limited period of time
	Experiences and Best Practices Gained within the Company	Continuously
	Employee Loyalty and Satisfaction Survey	Annually
	TV screens in factory and headquarters	Continuously
	Events for employees	Periodically
	Corporate Social Responsibility Projects	Periodically
	Workshop Organizations	Annually
Customers	Customer satisfaction questionnaires	
	Corporate websites	Continuously
	Social media accounts	Continuously
	Fairs and evets	Periodically
	Videos and promotional films	Continuously

	Mailing activities to inform via e-mail	Monthly or for a limited period of time
	Mobile notifications	Periodically
	Printed advertisement channels (e.g. ads in magazines etc.)	Monthly
	Radio ads	Monthly
	Printer materials, such as catalogues, brochures, and etc.	Continuously
	Meetings, customer visits	Periodically
Non-Governmental Organizations	Corporate Social Responsibility Projects	For a limited period of time
	Project meetings	Periodically
	Sponsorships	For a limited period of time
	Sustainability Reports	Annually
	Corporate website	Continuously
Suppliers	Face-to-face meeting	Continuously
	Tenders	Periodically
	Corporate website	Continuously
	Inspections	Periodically
	E-mail, phone, and other means of communications	Continuously
General Public	Corporate Social Responsibility Projects	Periodically
	Sponsorships	Periodically
	Press bulletins	Periodically
	Sustainability Reports	Annually
	Corporate website	Continuously
	Social media accounts	Continuously
Governmental Institutions and Regulators	Activity Reports	Annually
	Audit Reports	Periodically
	Websites	Continuously
	Periodic Disclosures	Periodically
	Meetings	Periodically
	Official Correspondence	Continuously
	Audits	Periodically
	Memberships	Periodically

Media	Corporate website	Continuously
	Press bulletins	Periodically
	Announcements	Periodically
	Promotional films	Continuously
	Social media accounts	Continuously
	Feature articles and interviews	Periodically
	Sustainability Reports	Annually

MEMBERSHIP ASSOCIATIONS

- DEİK (Foreign Economic Relations Board)
- IAAPA (International Association of Amusement Parks and Attractions)
- OAİB (Central Anatolia Exporters Association)
- HİB (Service Exporters Association)
- İTO (Istanbul Chamber of Commerce)

APPENDICES :

Our products have design acceptance certificates.

Certificates:

Certificate	Issued by	Related Product/Service	Certificate No.	Start Date	End Date
ISO9001	FQC	Quality Management System	9.23.8819.10213.U	02.10.2023	01.10.2024
ISO45001	FQC	Occupational Health and Safety Management System	03.21.8819.0448.U	24.08.2021	23.08.2024
ISO14001	IQR	Environmental Management System	EMS-002017	24.06.2024	23.06.2025
Mechanical Design Review (For CE - EN13814)	TUV	HURRICANE (Amusement Simulator Machine)	066056VQ_DR M_20220325	25.03.2022	-
Electrical Design Review (For CE - EN13814)	TUV	HURRICANE (Amusement Simulator Machine)	66056VQ_DR E_20220420	20.04.2022	-
SABERCoC (TS EN 60204-1 Test Report)	PTC EZHAR	MONSTERJAM (Amusement Simulator Machine)	AB-1374-T 2022-PTC-1932-1	18.10.2022	18.10.2023

SABER CoC (TS EN 60204-1 Test Report)	PTC EZHAR	XD THEATRE (Amusement Simulator Machine)	AB-1374-T 2024-PTC-3431-2	11.06.2024	11.06.2025
SABER CoC (TS EN 60204-1 Test Report)	PTC EZHAR	HURRICANE (Amusement Simulator Machine)	AB-1374-T 2024-PTC-3431-1	11.06.2024	11.06.2025
Low Voltage Directive Test Report	KIWA	Amusement Simulator Machines	19-LVD-011	27.03.2019	-

Resumes of our members of the Board of Directors

Chairman of BoD

Mustafa Mertcan

Mustafa Mertcan, the founder and Chairman of the Board of Directors at DOF Robotics A.Ş., embarked on his entrepreneurial journey while still attending university, beginning with simulators. In 2009, he introduced the company's first simulator, marking the beginning of DOF Robotics A.Ş.' rapid expansion into the international market. Under his leadership, the company has grown to become a global leader in the attraction center industry, with over 600 installations across 80 countries. Notably, exports account for 95% of the company's total trade volume, with DOF Robotics holding significant market shares in both the Americas and Asia.

In addition to his leadership at DOF Robotics A.Ş., Mertcan is actively involved in various non-governmental organizations, including DEİK and TEPEA. Through these platforms, he plays an instrumental role in strengthening economic relations and promoting initiatives within the amusement park industry.

Member of BoD

Bakıt Baydeliev

Bakıt Baydeliev completed his secondary education with honors in the Kyrgyz Republic before relocating to Turkey in 1994. He excelled in Turkish language studies at Ankara University Iskenderun TÖMER and later earned a Master's Degree in Economics and Political Science from Marmara University FEAS, specializing in Russian Economy in Transition.

Prior to joining Flokser Group as CIS Regional Director in 2008, Mr. Baydaliev gained extensive experience in foreign trade, procurement, import/export, product research and business development at Pegasus Dış Ticaret A.Ş., focusing on marketing and product development. In 2012, Baydaliev joined Simulator Makine Prodüksiyon LTD and continued his marketing activities in the simulator sector. In 2014, Mr. Baydaliev became a partner in DOF Robotics, and while continuing his marketing activities, he was appointed to the Board of Directors and assumed the role of CEO.

Member of BoD

Selma Delice

Selma Delice brings a wealth of expertise in sales, training, and consulting to her role. Since February 2017, she has served as the Regional Sales Manager at DOF Robotics, Inc. in Los Angeles, USA. In this role, she is responsible for overseeing sales operations, managing leads, and representing DOF Robotics across the United States and Canada. Additionally, she plays an active role in regional trade shows, further enhancing the company's presence in North America.

Prior to joining DOF Robotics, Selma worked as a training consultant and coach at Ekser Consulting in Istanbul between September 2006 and September 2014 and also worked as Training Manager and Training Specialist at Japan Tobacco International. Selma holds a Master of Information Technology from Stanton University, a Master of Business Administration (MBA) from IAU in Los Angeles and a Bachelor's degree from Istanbul University. She is certified in coaching, human resources and training methodologies.

Our rewards

2012 - Golden Pony - International Excellence Award

In 2012, DOF Robotics won the prestigious Golden Pony Award based in Italy. This award, presented by the Games & Parks Industry magazine, recognizes outstanding achievements in excellence and innovation in the amusement and theme parks industry.

2013 - Shining Star - ATRAX

In 2013, DOF Robotics was honored with the Shining Star Award for "Best Product" at ATRAX. ATRAX serves as a significant platform for the entertainment and recreation sector, acknowledging the most outstanding and innovative products within the industry.

2015 - DEAL - Dubai Amusement Plaque Appreciation

In 2015, DOF Robotics received the Amusement Plaque Appreciation at the DEAL Exhibition (Dubai Entertainment Amusement and Leisure) held in Dubai. This reward was presented to our company in recognition of our exceptional accomplishments and innovative contributions to the amusement industry.

2015 - Shining Star - Star of the Fair Award

In 2015, DOF Robotics received the prestigious “Star of the Show” award for its Skyler product at ATRAX. ATRAX holds significant importance within the amusement and recreation industries, acknowledging the most outstanding and innovative products in the industry.

2016 - The Arch of Europe - International Quality Award

In 2016, DOF Robotics won The Arch of Europe International Quality Award. DOF Robotics received this award in recognition of its achievements in customer satisfaction, product quality and technological innovation. The Arch of Europe Award is a significant achievement that reinforces the company's commitment to quality and its leadership in the global market.

2016 - IAAPA Expo - Brass Ring Award “Best New Product”

In 2016, DOF Robotics won the Brass Ring Award “Best New Product” at the IAAPA Expo for Hurricane. IAAPA's Brass Ring Award is considered the 'Oscars' of the amusement industry and recognizes the most innovative and successful products in the industry. Hurricane was recognized for its industry-revolutionary technology and exceptional user experience.

2018 - Siemens Best Motion Control OEM in Entertainment Industry

In 2018, DOF Robotics received the Siemens Best Motion Control OEM in Entertainment industry award from Siemens. This award recognizes outstanding achievements in motion control technologies in the amusement industry. DOF Robotics continues to lead the industry with its advanced motion control systems and technological innovations. This prestigious award from Siemens once again recognizes DOF Robotics' engineering excellence and innovative solutions and its impact on the industry.

2018-2019 - IAAPI National Award of Excellence

In 2018-2019, DOF Robotics was awarded the National Award of Excellence by IAAPI for its Hurricane product. IAAPI is the Indian amusement parks and industry association, recognizing excellence and innovation in the industry. This award from IAAPI highlights DOF Robotics' success and capacity for innovation in the global market.

2019 - Shining Star “Best Product”

In 2019, DOF Robotics won the Shining Star “Best Product” award for the Hurricane at ATRAX. ATRAX holds an important place in the entertainment and recreation industry and recognizes the best and most innovative products in the industry.

2019 - Shining Star “Export Breakthrough Star of the Year in the Amusement Industry”

In 2019, DOF Robotics was awarded “Export Breakthrough Star of the Year in the Amusement Industry” by ATRAX. This award honors the company's achievements in the global market and its export capacity.

2019 - CES – Best of Innovation

In 2019, DOF Robotics was recognized by CES (Consumer Electronics Show) for its Hurricane product. CES is the world's largest technology exhibition and recognizes the most innovative and successful technological products. Hurricane won this prestigious award for its advanced technology and outstanding user experience. The CES award demonstrates DOF Robotics' commitment to technology and its leadership in the industry.

2020 - ATRAX “Star Product of the Fair”

In 2020, DOF Robotics won the “Star Product of the Show” award at ATRAX for its Defender product. This award is given to the most remarkable and innovative products of the fair. Defender was acknowledged for its exceptional user experience and cutting-edge technology. This recognition from ATRAX underscores DOF Robotics' commitment to innovation and the high quality of its products within the industry.

2022 - IAAPA Expo - Brass Ring Award “Best New Product”

In 2022, DOF Robotics won the Brass Ring Award “Best New Product” at the IAAPA Expo for Digital Park: Mission Moon. The Brass Ring Award, organized by IAAPA, is one of the most prestigious awards in the amusement industry. Digital Park: Mission Moon was recognized for its industry-leading innovative technology and outstanding user experience. This award reflects DOF Robotics' leadership in the amusement industry and its commitment to innovation.

2022 - Blooloop Innovation Awards “Innovation Award”

In 2022, DOF Robotics won the “Innovation Award” at the Blooloop Innovation Awards for Digital Park: Mission Moon. Blooloop is an organization that promotes innovation in the amusement and theme parks industry. Digital Park: Mission Moon has received this prestigious award for its revolutionary technology and innovative approach. This award highlights DOF Robotics' innovation and creativity in the industry.

2023 - IAAPA Expo Asia - Brass Ring Award “Best Exhibit”

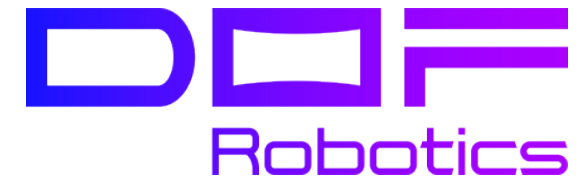
In 2023, DOF Robotics won the “Brass Ring Award - Best Exhibit” at IAAPA Expo Asia. IAAPA Expo Asia is Asia's largest amusement industry trade fair and recognizes the best exhibits and products. This award honors DOF Robotics' outstanding achievements and innovative products in the exhibition area. It recognizes our company's leadership in the industry and its influence on the global market.

2023 - Deloitte Technology Fast 50 Winner

In 2023, DOF Robotics won the Technology Fast 50 Winner award by Deloitte. This award honors the fastest growing and innovative companies in the technology sector. DOF Robotics received this prestigious award for its advanced technological solutions and rapid growth performance in the industry. Deloitte's award is a significant achievement that reinforces DOF Robotics' leadership and innovation strength in the industry.

2023 - IT 500

DOF Robotics achieved a position within the top 500 across six categories, notably securing 9th place in hardware exports among the leading IT 500 companies.



GRI Standard	Disclosure	Subject	Page
GRI 1: Foundation 2021	The DOF Robotics Sustainability Report for the period January 1, 2023 - December 31, 2023 is reported in accordance with GRI Standards.		
GRI 2: General Disclosures	21 Organizational details	About DOF Robotics, Corporate History	7,8,10,11
	22 Entities Included in the Organization's Sustainability Reporting	About Report, DOF Robotics Global Scope	1,12
	23 Reporting Period, Frequency and Contact Point	About Report	1
	25 External Assurance	N/A	
	26 Activities, value chain and business relationships	Our Value Chain	16,17,18,19
	27 Employees	Employees	26,27
	28 Workers who are not employees	N/A	
	29 Governance Structure	The Board of Directors	20
	2-11 Chair of the highest governance body	The Board of Directors	20
	2-12 Role of the highest governance body in overseeing the management of impact	The Board of Directors	20
	2.13 Delegation of responsibility for managing impacts	The Board of Directors	20
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management	22
	2-15 Processes preventing conflict of interest	Equality, Diversity and Inclusion	28,29
	2-16 Communication of critical concerns to the highest governance body	Sustainability Management	22
	2-17 Collective knowledge of the highest governance body	Resumes of the Members of the Board of Directors	42
	2-18 Evaluation of the performance of the highest governance body	Sustainability Management	22
	2-19 Remuneration policies	Remuneration and Fringe Benefits	27
	2-20 Process to determine remuneration	Remuneration and Fringe Benefits, Equality, Diversity and Inclusion	27,28
	2-21 Annual total compensation ratio	Remuneration and Fringe Benefits	27
	2-22 Statement on sustainable development strategy	Sustainability Management	22
	2-23 Policy commitments	The Board of Directors	21
	2-24 Embedding policy commitments	Sustainability Management, Environmental Management, Occupational Health and Safety Supply Chain Management, Customer Relationship Management	22,25,30,32,33,34
	2-25 Processes to remediate negative impacts	Mega Trends, Risks and Opportunities, Sustainability Management	13,14,15,22
	2-26 Mechanisms for seeking advice and raising concerns	Human Rights and Code of Conduct	29
	2-27 Compliance with laws and regulations	Our Value Chain, The Board of Directors, Environmental Management, Occupational Health and Safety	16,20, 22,25,30

	2-28 Membership associations	Appendix-2 Membership Associations	40
	2-29 Stakeholder engagement	Stakeholder Relations Management	37,38
	2-30 Proportion of employees subject to collective bargaining agreements	N/A	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Prioritization Analysis	23
	3-2 List of material topics	Prioritization Analysis	23
	3-3 Management of material topic	Managing Material Topics	24
GRI 204: Procurement Practices 2016	204-1 Proportion of expenditures on local suppliers	Supply Chain Management	32
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Human Rights and Code of Conduct	29
	205-2 Communication and training about anti-corruption policies and procedures	Human Rights and Code of Conduct	29
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Management- Energy Efficiency	25
	302-2 Energy consumption outside of the organization	Environmental Management- Energy Efficiency	25
	302-3 Energy intensity	Environmental Management- Energy Efficiency	25
	302-4 Reduction of energy consumption	How We Manage?	25
	302-5 Reductions in energy requirements of products and services	How We Manage?	25
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Management- Water and Effluents Management	25
	303-2 Management of water discharge-related impacts	Environmental Management- Water and Effluents Management	25
	303-3 Water withdrawal	Environmental Management- Water and Effluents Management	25
	303-4 Water discharge	Environmental Management- Water and Effluents Management	25
	304-5 Water consumption	Environmental Management- Water and Effluents Management	25
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	There are no activities in protected or restored habitat and biodiversity areas.	
	304-2 Significant impacts of activities, products and services on biodiversity		
	304-3 Habitats protected or restored	No operations in relation to IUCN Red List.	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Management - Carbon Footprint	25
	305-2 Indirect (Scope 2) GHG emissions	Environmental Management - Carbon Footprint	25
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Management - Carbon Footprint	25
	305-4 GHG emissions intensity	Environmental Management - Carbon Footprint	25
	305-5 Reduction of GHG emissions	Environmental Management - Carbon Footprint	25

GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility Activities	31
	413-2 Operations with significant actual and potential negative impacts on local communities	Corporate Social Responsibility Activities	31
GRI 414: Supplier Social Assessment 2016	414-1 Supplier Social Assessment	Supply Chain Management	32
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management	32
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product Management, Certificates	33,34,40,41
	417-2 Incidents of non-compliance concerning product and service information and labeling	During the reporting period, there were no incidents of non-compliance related to product and service information and labeling.	
	417-3 Incidents of non-compliance concerning marketing communications	During the reporting period, there were no incidents of non-compliance related to marketing communications.	