BOARD OF DIRECTORS DIVERSITY POLICY

1) Purpose and Scope

The purpose of this Board of Directors Diversity Policy is to establish the procedures and principles for prioritizing women in the selection of members of the Company's Board of Directors and strengthening their representation in the Company's highest-level decision-making body, in accordance with the Corporate Governance Communiqué of the Capital Markets Board.

2) Vision

In line with the Company's vision and mission, the Company's key objectives include achieving long-term sustainable growth, creating value for all stakeholders, becoming the first choice of customers and employees, and fostering, promoting, and sustaining a shared corporate culture that embraces diversity and inclusion. The diversity of age, gender, race, citizenship, nationality, and ethnic origin, which constitutes a strategic focus in shaping the employee profile, also applies to the composition of the Board of Directors.

Ensuring gender equality, combating biases arising from sexism, and strengthening the position of women in business life are among the Company's key focus areas.

3) Nomination of Board of Directors Candidates

The principles of diversity and inclusion are given priority in the candidate nomination process. Diversity in the knowledge and experience of Board members contributes, in particular, to the effective functioning of the Board of Directors, as well as to the more effective management of the Company's operations.

The nomination and election of members of the Board of Directors are conducted in accordance with the applicable regulations, including the Turkish Commercial Code and the Capital Markets Law, and the provisions of the Company's Articles of Association.

In the nomination of candidates for the Board of Directors, the Company aims to ensure diversity in terms of age, gender, race, citizenship, nationality, and ethnic origin among candidates who, taking into account the Company's culture, size, and operations, possess the knowledge, experience, and competencies required for the role and the qualifications necessary to safeguard the interests of all stakeholders. In this context, where candidates possess equivalent levels of knowledge, experience, and competence, priority is given to female candidates in the Board nomination process.

The management of the Company and its representation and binding authority vis-à-vis third parties are the responsibility of the Board of Directors, which consists of six (6) members elected by the General Assembly from among candidates who meet the requirements set forth in the Turkish Commercial Code and capital markets legislation.

The identification and nomination of female candidates for membership of the Board of Directors are carried out by the Group A and Group B shareholders. The proposed female candidates are submitted to the Board of Directors by the Corporate Governance Committee, which performs the functions of the Nomination Committee. The Board of Directors assesses the suitability of the female candidate for the composition of the Board of Directors, taking into account the opinions of the Group A and Group B shareholders and the Nomination Committee.

To ensure that the Board of Directors has an adequate and balanced composition, renewal and election processes consistently promote diversity among Board members in line with the Company’s needs.

4) Measurable Targets

In addition to considering competencies in the Board appointment process, ensuring diversity in all its forms is also important. The Company fosters an environment within the Board of Directors where members’ views are heard and their opinions are valued, and where prejudice, discrimination, and any form of negative conduct are not tolerated.

The Company attaches great importance to gender equality, women’s participation in the workforce, and their empowerment in the workplace. Efforts to increase the representation of women in leadership positions are ongoing, and, with a view to achieving further progress, the Company makes every effort to increase the proportion of female employees and female managers.

The Company has adopted the principle that the proportion of female members on the Board of Directors shall be maintained at no less than 50% from the year of the Company’s initial public offering onwards.

5) Approval

This Board of Directors Diversity Policy was approved by the Board of Directors on 2 May 2025 for submission to the General Assembly for information.

6) Monitoring

The Board of Directors and the Corporate Governance Committee are responsible for monitoring and reviewing the achievement of the measurable targets set out in this Board of Directors Diversity Policy.

7) Effective Date

This Board of Directors Diversity Policy entered into force on the date of its approval by the Board of Directors.