



ANADOLU GROUP

AG ANADOLU GRUBU HOLDİNG A.Ş. BOARD DIVERSITY POLICY

Guided by its sustainability strategy “From Anadolu to the Future”, Anadolu Group Values and the Equality at Work Declaration, to which it is a signatory, AG Anadolu Grubu Holding A.Ş. (“Anadolu Group”) always prioritizes equal opportunity, diversity and inclusion at all levels. Anadolu Group is listed as one of the top groups with the highest number of women executives in Turkey for many years. Anadolu Group aims to increase the rate of women executives to 35% by 2030 and %50 by 2050. The Group firmly believes that diversity in business life and particularly in the decision-making mechanisms directly influences its performance. With that in mind, the Group values diversity just as much as experience and knowledge in the recruitment process of Board members.

Anadolu Group Board of Directors Diversity Policy aims to not only govern the essential functions of the Board of Directors but also ensure more efficient management of the Group activities. To this end, the nomination process to the Board highlights diversity and inclusion principles. Below is the diversity policy to be implemented on a sustainable basis to advance the representation of women on the Anadolu Group Board of Directors:

- The Board nomination and election processes comply with the Turkish Commercial Code, Capital Market Law, the Corporate Governance Principles, the Articles of Association and other applicable regulations.
- In the course of nomination for the Board of Directors, it is aimed to maintain diversity in terms of age, gender, race, ethnicity among the candidates who possess necessary knowledge, expertise and capability that their duty requires in accordance with the company’s culture, asset size and scope of operations and who possess the characteristics to preserve the interests of all stakeholders.
- It is principally aimed to keep the ratio of the number of female board members within Anadolu Group Board of Directors at least 25%.
- The Board assesses any progress towards this goal annually and shares the results with the public. The Board may review a previously determined goal should the need arise.

This Policy entered into force upon the Board resolution.