

## **Policy Regarding Membership of Females on the Board of Directors**

1. Board of Directors, consisting of at least 6 (six) members elected for a maximum of three years by the General Assembly under conditions specified in the Turkish Commercial Code and Capital Markets Legislation, establishes a target ratio and target time for the female member ratio, not less than 25%, and establishes a policy to achieve these targets.
2. Main shareholder or other shareholders conduct research for female member candidates and nominate them to the Board of Directors' membership. Main shareholders can delegate the duty to research for female members to the Board of Directors, Board of Directors Nomination Committee.
3. If it is preferred for the female member to be an independent member, the Nomination Committee is responsible for conducting the process in accordance with the legislation. Female member must comply with the criteria for "independent member" in accordance with Communiqué on Corporate Governance (II-17.1) Article 4.3.6.
4. Board of Directors evaluates female member's suitability to the Board of Directors structure, in accordance with the opinions of the main shareholder and other shareholders.
5. Following acceptance of this policy by the Board of Directors, it can be presented to the General Assembly for information purposes, if deemed necessary by the Board of Directors.