

Çimsa Çimento Sanayi ve Ticaret A.Ş. & Afyon Çimento Sanayi Türk A.Ş.

BOARD OF DIRECTORS DIVERSITY POLICY

1. PURPOSE AND SCOPE

Protection and elevation of human rights in the working environment is a part of Çimsa Çimento Sanayi ve Ticaret A.Ş. ve Afyon Çimento Sanayi Türk A.Ş.'s (“the Company”) business culture. Among the building blocks of this culture are equality, diversity, fairness, inclusion, a safe working environment, and rejecting any kind of violence and harassment. Observing the principle of ["Equality at Work"](#), the Company offers equal opportunities to both its male and female employees, aiming at ensuring social gender equality, fighting patterns and prejudices of sexism, and preventing all kinds of discrimination.

The Company supports women's employment in business life and female employees' presence in the upper management. It carries out activities to promote women's inclusion in the workforce. Equal pay for equal work, merit, and equal opportunities are among the indispensable principles of the Company.

The Company acts in line with these principles in all processes of the egalitarian, inclusive, and diverse working environment it created. It does not question any qualification except for the criteria such as required education level, knowledge, skills, competence, and experience. It does not discriminate based on ethnic origin, religion, language, race, age, gender, sexual orientation, nationality, disability, or cultural difference and adopts a fair and merit-based approach in all its processes.

With this Board of Directors Diversity Policy (“the Policy”), the Company declares that it also follows this approach while creating the Board of Directors in line with its goal of ensuring diversity within the Board of Directors. The Company believes that it is important to create diversity, in addition to taking into account competencies, in the selection process of members of the Board of Directors.

This Policy shall enter into force with the approval of the board of directors as of the date of publication and its validity period shall continue as long as the Policy remains in effect.

2. PRINCIPLES, COMMITMENTS AND RELEVANT PRACTICES

The Company is well aware of the fact that the diversity in knowledge, skills, professional background and experience of members of the Board of Directors will contribute to a more effective management of the company's activities, particularly the basic functioning of the Board of Directors.

Candidates for the Board of Directors shall be determined and selected to ensure that they decide

independently and with goodwill based on their performances by measurable indicators, paying attention to bringing different competencies together and paying special attention to ensure that members are of different ages, gender, education, professional experience, and administrative experience. During the selection of the candidates, they shall not be discriminated against based on religion, language, race, sect, gender, physical conditions, and life choices.

The Company supports the presence of female employees in the management and strengthening the role of women in the Board of Directors. Accordingly, the Company favors giving priority to female employees while selecting the candidates among candidates with the same qualifications in terms of knowledge, experience, and competence. The Company's goal is to achieve a ratio of at least 1/3 in terms of the number of female members. The information on the progress of the Company towards this goal shall be shared with the public annually and the target shall be reviewed and updated when necessary.

3. CODE OF PRACTICE

The Corporate Governance Committee also takes into consideration the diversity criteria included in this Policy in accordance with the rules of procedures and roles within the scope of the Bylaw, evaluating whether the candidates meet the indicated criteria and submitting its assessment to the Board of Directors for approval.

Relevant local and international best practices and proposals, as well as the recommendations included in the Corporate Governance Communiqué of the Capital Markets Board, have been taken into consideration for the development of this Policy.

The Corporate Governance Committee is responsible for reviewing and updating the Policy while the Board of Directors is responsible for its approval.

4. INFORMING THE PUBLIC

As part of the briefing reports it shares with the public, the Company annually informs the public about road maps and declarations it follows within the scope of the egalitarian, inclusive, and diversity-oriented working environment it created.