DIVERSITY AND INCLUSION POLICY

Our Company uses its best endeavors to adopt a knowledge, skills, experience, competency based and performance-oriented approach without making any gender discrimination.

To ensure equality of opportunity in our employment policy, our Company aims to develop approaches in recruitment, training and career planning processes to strengthen diversity of all kinds without making any discrimination for language, race, ethnicity, gender, political ideology, philosophical belief, religion, sect and similar grounds, sexual orientation, family responsibilities, age, health reasons and any kind of similar discrimination.

Within this regard,

- Fair, equitable and objective criteria are essential for renumeration, performance evaluation and promotion processes, in our Company.
- Our Company aims to offer a work environment in which the employees feel safe and valuable as per the diversity and inclusion principles.

The rate of female members in board of directors reached to 25% as of April 12th, 2022 which is a recommendation according to Capital Markets Board's Corporate Governance Principles and our Company aims to increase this rate as much as possible. The Board of Directors reviews the progress towards this objective on an annual basis.