

## **YÜNSA YÜNLÜ SANAYİ VE TİCARET A.Ş.**

### **BOARD DIVERSITY POLICY**

In accordance with its Human Resources Policy, Yünsa aims to provide equal opportunities at all levels and to ensure diversity and inclusion. The Company believes that ensuring diversity in business life and especially in decision-making mechanisms will directly contribute to company performance. In this respect, Yünsa attaches importance to ensuring diversity among the members of the Board of Directors along with knowledge and experience.

Yünsa believes that the diversity of knowledge, skills, sector experience, professional background and term of office of the members of the Board of Directors will provide the company with different views and perspectives, improve decision-making processes and benefit all stakeholders.

Yünsa Board of Directors Diversity Policy aims to contribute to more effective management of the Company's activities, particularly the basic functioning of the Board of Directors. Accordingly, the nomination process for Board membership is managed in a way to emphasise the principles of diversity and inclusiveness.

The process of nomination and election of members for the Yünsa Board of Directors is carried out in accordance with the relevant regulations, particularly the mandatory provisions of the Turkish Commercial Code and the Capital Markets Law, and the provisions of the Company's Articles of Association.

Candidates for the Board of Directors are determined and selected on the basis of their performance based on measurable indicators, from among candidates with sufficient knowledge, experience and management competence required by the task, taking into consideration the combination of different competences. In the nomination and election of the candidates, no discrimination is made in terms of age, gender, race, colour, language, religion, philosophical and political opinion, ethnic origin, economic status, life preferences, health status and disability.

In order to ensure that the Board of Directors has an adequate and balanced structure, the renewal and election processes will always encourage member diversity according to the needs of Yünsa. In particular, maximum effort will be made to ensure a balanced representation of women and men on the Board of Directors. In this context, during the nomination process for the Board of Directors, female candidates are prioritised among candidates with the same characteristics in terms of knowledge, experience and competence, and as a principle, it is aimed to reach a minimum of 25% female membership rate in Yünsa's Board of Directors within 5 years.

Progress towards this target is evaluated annually by the Board of Directors and the results are shared with the public. The target is reviewed when necessary.

The Corporate Governance Committee, which also fulfils the duties of the Nomination Committee, reviews and evaluates the composition of the Board of Directors to ensure the right balance of knowledge, skills and experience. The Committee identifies suitable candidates, taking into account the diversity criteria set out in this Policy.

The Corporate Governance Committee reviews the Policy on a regular basis, including an assessment of the effectiveness of the Policy, discusses any necessary revisions and submits the revision proposals to the Board of Directors for approval.

In the development of this Policy, the recommendations contained in the Capital Markets Board's Corporate Governance Communiqué and the relevant best practices and suggestions at the local and international level have been taken into consideration. The Corporate Governance Committee is responsible for reviewing and updating the Policy and the Board of Directors is responsible for its approval. This policy is valid as of 24/11/2023 when it was approved by the Board of Directors.