



NUH ÇİMENTO INDUSTRY INC. BOARD DIVERSITY POLICY

1. PURPOSE

This Policy, Nuh Çimento Sanayi A.Ş. The adequate structure of the Board of Directors determines the principles and criteria regarding the suitability and diversity of its members. Accordingly, the nomination process for the membership of the Board of Directors is managed in a way that emphasizes the principles of diversity and inclusion. The policy identifies the elements and objectives of the Board structure, including diversity, to be considered to ensure the proper functioning of the Board of Directors and to ensure its effective functioning.

2. SCOPE

This Board of Directors Diversity Policy (“Policy”) sets forth the basic principles within the scope of diversity in Nuh Çimento's Board of Directors.

3. POLICY

In the process of nominating candidates for the Board of Directors Age, gender, race, nationality, nationality, disability, ethnicity, age, gender, race, nationality, nationality, disability, ethnicity, age, gender, race, nationality, who have the necessary knowledge, experience and competence required by the task, in line with the company culture, size and activities, in a way that will enable them to make decisions independently and in good faith, and who have the qualifications to protect the interests of all stakeholders It is aimed to ensure the diversity of origin.

In this context, in the nomination process of the Board of Directors, priority is given to female candidates among candidates with the same qualifications in terms of knowledge, experience and competence, and as a principle, it is aimed that the rate of female members in Nuh Çimento Board of Directors will reach 25% within 5 years.

The nomination and member selection process for the Nuh Çimento Board of Directors is carried out in accordance with the relevant regulations, primarily the Turkish Commercial Code and the Capital Markets Law, and the provisions of the company's articles of association.



It creates an environment within the Board of Directors where the opinions of the executives are listened to, their ideas are considered important and prejudice, discrimination and all kinds of negative factors are not tolerated. Renewal and election processes for the Board of Directors to have an adequate and balanced structure; Nuh Çimento always encourages the diversity of its members according to their needs. All our stakeholders are encouraged to implement this policy.

The Nomination Committee, which works on the establishment of a transparent system for the identification and evaluation of suitable candidates for the Board of Directors, and the determination of policies and strategies in this regard, also consider the diversity criteria in this policy in accordance with its duties and working principles and evaluates whether the candidates meet the relevant criteria.