



DIVERSITY AND INCLUSION POLICY

Our company aims to cultivate a working culture that supports diversity and inclusion.

Throughout the organization, a balanced and sustainable value creation approach is adopted, fostering an understanding, safe, creative, and synergistic working environment and culture brought about by diversity and inclusion.

Definition and Elements of Diversity and Inclusion: Diversity recognizes differences among us based on factors such as our backgrounds, upbringing, culture, and experiences, making us unique and distinctive.

Inclusion, on the other hand, means that all employees are respected for their distinguishing characteristics in a work environment, valued for who they are, and feel a sense of belonging to their teams and the company.

Diversity and inclusion are especially observed in all processes experienced by employees, primarily in the following areas:

- Gender equality
- Equal opportunity
- Recruitment and promotion
- Leadership
- Employment rights and working conditions
- Performance management

Diversity and Inclusion within our company Ensuring gender equality, combating biases associated with the concept of gender discrimination, and strengthening the representation of women in the workplace are among the core focus areas of our company. This includes selecting employees based on merit and the skills required for the job, determining employment rights and working conditions, and actively addressing prejudices associated with gender bias in recruitment and promotions.

Our company selects, hires, trains, and supports individuals based solely on their professional capabilities and qualifications, regardless of their race, gender, color, nationality or national origin, class, religion, age, physical condition, marital status, sexual orientation, or gender identity, political views, or any other status protected by relevant laws.

Especially, the inclusion and empowerment of women in the workforce and the equal pay for equal work policy are fundamental approaches adopted by our company.

The efforts to increase the representation of women in leadership positions in the workplace are seen as a journey and always aim for improvement.

Our company aims to cultivate strong female leaders for the future, particularly focusing on developing a leading female workforce in its own industry.

The women leaders to be developed are important for their potential to become the leaders of the future.

It is believed that a workforce with diversity provides the best talent, creativity, and experience opportunity.

Individuals with different backgrounds and experiences can identify risks and opportunities from a broader perspective and address problems from different angles.

By promoting diversity, the potential to create new ideas and adapt to change can be enhanced. This, in turn, means that changing needs of customers can be better understood, and superior service can be provided to shareholders, resulting in good returns.

A workplace environment with diversity is expected to be more attractive and inclusive for current and potential employees, leading to increased motivation, a sense of belonging, and continuity.

This policy has been adopted by the Board of Directors of our company and is in effect.