
Arçelik

**Arçelik Board
Diversity
Policy**

Arçelik strongly values inclusion and diversity in top management and in the workforce globally. Inclusion is one of the main pillars embedded in Arçelik's core strategy and improving gender diversity is a key focus area Arçelik aims to strengthen in the overall organization.

Arçelik Board Diversity Policy aims to ensure the diversity of accumulation of knowledge, experience and opinion to contribute to the effective management of the company's operations, in particular to the fundamental operations of the Board of Directors. In this respect, the process of nomination to the board membership is managed in a manner that brings principles of diversity and inclusion to the fore.

The composition of the Board should allow members to act in good faith and independently from one another. A variation of age, gender, different social and educational backgrounds, different areas of expertise is strongly valued.

Nomination and election process for Arcelik Board of Directors Members is carried out in accordance with the respective regulations, Turkish Commercial Code and Capital Markets Law being in particular, and with the respective provisions in the company's Articles of Association.

In Board member nominations, diversity criteria are taken into consideration in terms of gender, nationality, ethnicity, culture, age, religion with the emphasize that Board member candidates are selected on the basis of possessing skills and experience suitable to execute and lead in line with Arçelik's size, portfolio and culture, while maintaining characteristics to preserve the interests of all stakeholders.

Notwithstanding the above article, in the course of nomination for the Board of Directors, among the candidates with similar characteristics in terms of knowledge, expertise and capability, it is sought to give priority to female candidates to **reach at least 25% female Board Member ratio within 5 years in Arçelik Board of Directors.**

Board of Directors annually reviews the progress attained to reach this target and discloses the results to the public. The target may be revised if deemed necessary.

Quality, Sustainability and Corporate Affairs Directorate is responsible for the preparation, periodic review and if and where necessary, the revision of the Board Diversity Policy.

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