

# **OTOKAR OTOMOTİV VE SAVUNMA SANAYİ AŞ.**

## **BOARD OF DIRECTORS DIVERSITY POLICY**

Otokar Otomotiv ve Savunma Sanayi A.Ş. aims to offer equal opportunity and to maintain diversity and inclusion at all levels, in light of the United Nations (UN) Women's Empowerment Principles to which it is a signatory, Otokar Code of Ethics. It believes that, ensuring diversity in business, especially in the decisionmaking mechanisms, will contribute directly to the company's performance. In this respect, it attaches importance to maintaining diversity, alongside with knowledge and experience at the Board level.

Otokar Board of Directors Diversity Policy aims to contribute to the effective management of the company's operations, especially the basic functioning of the Board of Directors. Accordingly, the process of nomination for the membership of the Board of Directors is managed in a manner that brings the principles of diversity and inclusion to the fore.

The policy aimed to be implemented in a sustainable manner in respect of the representation of female members at Otokar's Board of Directors is as follows:

Nomination and election process for Otokar 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.

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In Board member nominations, diversity criteria are taken into consideration in terms of age, gender, nationality, race, ethnicity, culture, 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 company's size, portfolio and culture, while maintaining characteristics to preserve the interests of all stakeholders.

In this regard, 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 and principally aimed to reach at least 25% female Board Member ratio within 5 years in Otokar 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.

This Policy has become effective by virtue of the Company's Board Resolution, dated 23.12.2021.