

AKÇANSA BOARD OF DIRECTORS DIVERSITY POLICY

Akçansa, as the leading construction materials company with the most preferred business model and trusted by all its stakeholders, adopts a culture that is equitable, fair, inclusive, safe, does not accept any form of violence and harassment, and is nourished by diversity, within its vision of “growing sustainably beyond all borders”. Ensuring gender equality, preventing all kinds of discrimination, and strengthening the position of women in business life are among the most important company goals.

In the equitable working environment offered by Akçansa, religion, language, race, sect, gender, physical conditions, and life preferences are not questioned under any circumstances, and no practices that may be perceived as discrimination are allowed. This understanding is also valid in the formation of the Akçansa Board of Directors.

Akçansa believes that the diversity in the knowledge, skills, competencies, professional backgrounds and experiences of the members of the Board of Directors contributes to the functioning of the Board of Directors and to the more effective oversight and management of company activities, that this diversity will present different views and perspectives to the company, will improve decision-making processes. and will be beneficial for all its stakeholders.

In a way that will enable them to make decisions independently and in good will, candidates of Akçansa Board of Directors are nominated and elected depending on their performance based on measurable indicators, considering the combination of different competencies, ages, genders, education, professional experience, management experience and knowledge. In the nomination and election of the candidates, there any form of discrimination in terms of qualifications such as religion, language, race, sect, gender, physical conditions, and life preferences is not allowed.

Akçansa is determined to strengthen the role of women in the Board of Directors and participates in national and international initiatives and platforms that aim to empower women in order to ensure their effective participation in the economy. It actively supports the work of these platforms.

In the nomination process of the Akçansa Board of Directors, priority is given to female candidates among candidates who have the same qualifications in terms of knowledge, experience and competence. It is aimed that the number of 1 female member in the Board of Directors constituted by 6 members will be reached within 5 years. The progress towards this goal is evaluated annually and the results are shared with the public. The target is reviewed when necessary.

The Corporate Governance Committee, which works on the establishment of a transparent system for the identification, evaluation and training of suitable candidates for the Board of Directors, and the determination of policies and strategies in this regard, also considers the diversity criteria described in this policy in accordance with the duties and working principles specified in the Bylaws. It evaluates whether the candidates meet the relevant criteria and submits its assessment to the approval of the Board of Directors.

In the development of this Policy, the recommendations contained in the Corporate Governance Communiqué of the Capital Markets Board, as well as the relevant best practices and recommendations at the local and international level were taken into account. 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 effective from the date 25/03/2022 approved by the Board of Directors.