KOCAER STEEL
BOARD DIVERSITY POLICY

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At Kocaer Steel, we believe that **bringing together different perspectives, experiences and competencies** in our decision-making bodies contributes directly to sounder decisions, more effective oversight and the Company's performance.

Our objective is to carry the principles of equal opportunity, diversity and inclusion, which the Company embraces at every level, through to the Board of Directors together with knowledge and experience, and to help our Board of Directors manage the Company's activities more effectively.

This policy covers the processes for nominating candidates for and electing members to the Board of Directors.

In line with this approach, we commit to:

- **Compliant Selection Process:** Conducting the nomination and election processes for the Board of Directors in accordance with the Turkish Commercial Code, the Capital Markets Law and related regulations, and the provisions of our Articles of Association;
- **Merit-Based Approach:** Basing the assessment of candidates on the knowledge, experience, reputation and competence required by the role in light of our corporate culture, size and activities, and on their ability to take into account the interests of all stakeholders;
- **Equal Opportunity and Inclusion:** Managing the nomination process on the basis of equal opportunity, free from discrimination and with priority given to the principles of diversity and inclusion;
- **Multidimensional Diversity:** Aiming to achieve diversity in terms of age, gender, race, nationality and ethnic origin among candidates who possess the qualifications required by the role;
- **International Perspective:** Taking into account international experience and perspectives on different geographies as an element of diversity in the assessment of candidates, in view of our export-oriented business model;
- **Representation of Women:** Targeting a proportion of women members on our Board of Directors of at least 25%; and giving priority to women candidates among candidates with equal qualifications in terms of knowledge, experience and competence;
- **Monitoring and Disclosure of Progress:** Assessing progress toward our diversity targets once a year and sharing the results with the public through our annual report.

We regard diversity on our Board of Directors as a reflection of the equal opportunity and inclusion approach we embrace at every level of the Company.

This policy enters into force upon the approval of our Board of Directors. Our Corporate Governance Committee is responsible for preparing the policy, reviewing it periodically and revising it when necessary; proposed revisions are submitted to our Board of Directors for approval. In the event of any conflict between the policy and capital markets legislation, the provisions of applicable legislation prevail. The approved current version is shared with the public on our corporate websites.