

ANADOLU ISUZU OTOMOTİV SANAYİ VE TİCARET A.Ş.

BOARD DIVERSITY POLICY

Anadolu Isuzu Otomotiv Sanayi ve Ticaret A.Ş. ("Anadolu Isuzu") is committed to providing equal opportunities at all levels and fostering diversity and inclusion, guided by its "From Anadolu to Future" sustainability strategy, its commitment to the Equality at Work Declaration, and the Anadolu Isuzu Values. The Company aims to increase women's participation in the workforce and takes concrete steps to promote greater representation of women, particularly in management positions, while embedding gender equality into its corporate culture. With a target of increasing the proportion of women in management positions to 30% by 2030, Anadolu Isuzu believes that ensuring diversity in the workplace, particularly within decision-making bodies, contributes directly to the Company's performance. Accordingly, in addition to valuing the knowledge and experience of its Board members, the Company places importance on ensuring diversity at the Board of Directors level.

The Anadolu Isuzu Board of Directors Diversity Policy aims to contribute to the more effective governance of the Company's activities, particularly through the effective functioning of the Board of Directors. Accordingly, the process for nominating candidates for membership of the Board of Directors is conducted in line with the principles of diversity and inclusion. The sustainable policy regarding the representation of women on the Anadolu Isuzu Board of Directors is set out below:

- The nomination and election process for members of the Anadolu Isuzu Board of Directors is conducted in accordance with the applicable legislation, primarily the Turkish Commercial Code, the Capital Markets Law, the Corporate Governance Principles, and the provisions of the Company's Articles of Association.
- During the nomination process for the Board of Directors, Anadolu Isuzu seeks to ensure diversity, particularly with respect to gender, age, race, and ethnic background, among candidates who possess the knowledge, experience, and competencies required by the role, taking into account the Company's culture, size, and scope of operations, and who are capable of safeguarding the interests of all stakeholders.
- As a principle, Anadolu Isuzu aims to maintain a minimum female representation of 25% on its Board of Directors.
- The Board of Directors annually reviews the progress made towards achieving this target and discloses the results to the public. The Board may revise the target whenever it deems necessary.

This Policy entered into force upon the Board resolution.