

VESTEL BEYAZ EŞYA A.Ş. BOARD OF DIRECTORS DIVERSITY POLICY

To ensure the effectiveness and high performance of the Board of Directors, it is deemed important to have members with diverse qualifications, competencies, perspectives, and experiences. It is believed that this diversity will enhance the Board's performance, improve corporate governance processes, and strengthen the company's commitment to inclusivity, sustainability, innovation capacity, and ethical practices.

Board members are selected from individuals who possess sufficient experience and competence to guide the company's activities and fulfill their oversight duties effectively. Since the Board of Directors is collectively a value-creating body, it is aimed that members have complementary professional expertise, experience, and competencies, taking diversity into account.

The nomination and election process for Board members is conducted in accordance with the Turkish Commercial Code, Capital Markets Law, and other relevant legislation, as well as the Company's Articles of Association, to identify candidates with the necessary knowledge, experience, and competencies, thereby establishing a governance structure that protects the interests of all stakeholders. In the selection of Board of Directors members, in addition to professional experience and areas of expertise, diversity criteria such as social, cultural and educational backgrounds, gender, and age are also evaluated in line with the company's needs.

Within the scope of Vestel's Board of Directors Diversity Policy, the company adopts the [Human Rights Policy](#) and the [Eşit Bi'Hayat Manifesto](#) established by the Zorlu Group to promote an inclusive corporate culture and advance equality in society. In this context:

- At least half of the candidates considered during the nomination process are women.
- The Board aims to have at least one independent female member at all times, and as a subsidiary of Zorlu Holding, a founding member of the 30% Club Turkey, the target is to achieve a minimum of 33% female representation on the Board by the end of 2030.
- To achieve this target, priority is given to female candidates during the evaluation process when candidates with similar qualifications, experience, and competencies are considered.

This Board of Directors Diversity Policy has been approved by the Board of Directors' resolution dated 25.09.2025, numbered 2025/46, and has entered into force.

Note: In case of any discrepancies or differences between the Turkish original version and this English translation of the Board of Directors Diversity Policy, the Turkish version shall prevail.