



# TÜRKİYE ŞİŞE VE CAM FABRİKALARI A.Ş. BOARD OF DIRECTORS DIVERSITY POLICY

Şişecam aims to ensure diversity and inclusion and to offer equal opportunities at all levels of the organization, in line with its Code of Conduct, Human Resources Policy, and its goal of boosting the company-wide female employment rate to at least 25% by 2030.

Şişecam considers diversity as a key factor in the knowledge and experience of member candidates during the candidate nomination process for the Board of Directors. This approach is designed to ensure effective management of the company's activities and foster diversity of age, gender, race, nationality, and ethnicity in candidates who have the qualifications to protect the interests of all stakeholders. Şişecam takes into account diversity factors that are relevant at any given time in order to adapt the Board of Directors structure to the evolving needs of the company.

Nomination and member selection for the Board of Directors are carried out in accordance with applicable regulations, primarily the Turkish Commercial Code and the Capital Markets Law, and relevant provisions of the company's Articles of Association.

To ensure a balanced distribution of the membership on the Board of Directors, priority is given to women among those candidates with the same qualifications in terms of knowledge, experience, and competency. In principle, the aim is to keep the rate of female members on Şişecam's Board of Directors at a minimum of 30% at all times. The Board of Directors evaluates the progress in realizing this goal annually.

Şişecam Corporate Governance Committee is responsible for the creation/maintenance, periodic review, and revision (when necessary) of the Board of Directors Diversity Policy.