

AYGAZ A.Ş.
BOARD DIVERSITY POLICY

Aygaz aims to offer equal opportunity and to maintain diversity and inclusion at all levels, in light of the United Nations (UN) Women's Empowerment Principles to which it is a signatory, Aygaz A.Ş. and Koç Group Code of Ethics. It believes that, ensuring diversity in business, especially in the decision-making mechanisms, will contribute directly to the company's performance. In this respect, it attaches importance to ensuring diversity, together with knowledge and experience at the Board level.

Aygaz A.Ş. Board Diversity Policy aims to contribute to the effective management of the company's operations, especially the basic functioning of the Board of Directors. Accordingly, the process of nomination for the membership of the Board of Directors is managed in a manner that brings the principles of diversity and inclusion to the fore.

The policy aimed to be implemented in a sustainable manner in respect of the representation of female members at Aygaz A.Ş.'s Board of Directors is as follows:

- Nomination and election process for Aygaz A.Ş. Board of Directors Members is carried out in accordance with the respective regulations, Turkish Commercial Code and Capital Markets Law being in particular, and with the respective provisions in the company's Articles of Association.
- During the course of nomination for the Board of Directors, it is aimed to ensure diversity in terms of age, gender, race, nationality and ethnicity among the candidates who possess necessary knowledge, expertise and competency required by the position, in accordance with the company's culture, size and scope of operations and who possess the characteristics to preserve the interests of all stakeholders.
- In this respect, in the course of nomination for the Board of Directors, it is sought to give priority to female candidates among the candidates with the same qualifications in terms of knowledge, expertise and competency and in principal it is aimed to reach 25% as the ratio of the number of female Board Members within Aygaz A.Ş.'s Board of Directors in 5 years.
- Board of Directors reviews the progress attained to reach this target annually and discloses the results to the public. The target may be revised if deemed necessary.

This Policy has become effective by virtue of the Company's Board Resolution, dated 04.08.2021.