

ASELSAN BOARD DIVERSITY AND INCLUSION POLICY

ASELSAN aims to provide equal opportunities at all levels, to implement the policy of equal pay for equal work, and to ensure diversity and inclusion, by seeing all its employees as human value.

ASELSAN evaluates diversity in terms of knowledge, experience and perspective on the Board of Directors, as a positive contribution to ASELSAN's activities and the functioning of the Board of Directors. Considers the diversity of knowledge and experience of the members of the Board of Directors according to ASELSAN culture, size and the requirements of the task and aims to ensure diversity. It attaches importance to ensuring diversity and to the formation of the Board of Directors structure in a way that enables members to make decisions independently and in good faith.

During the nomination and member selection process, it ensures compliance with the relevant regulations, including the Turkish Commercial Code and the Capital Markets Law, and the provisions contained in the company's articles of association. Among candidates who have the same characteristics in terms of knowledge, experience and competence, the rate of female members on the ASELSAN Board of Directors is aimed to reach at least 25% within 5 years. The Board of Directors evaluates the progress made in achieving this goal annually, shares its results transparently and reviews them when necessary.

ASELSAN Sustainability Committee is responsible for reviewing the Board of Directors Diversity and Inclusion Policy periodically and providing suggestions when necessary.

This Policy entered into force upon the Board resolution: 30.04.2024 and numbered 1223/4g.