

**TÜRKİYE HALK BANKASI A.Ş.****BOARD OF DIRECTORS POLICY ON DIVERSITY****A. PURPOSE AND SCOPE**

The purpose of this policy is to establish the principles, guidelines and targets concerning the attainment of diversity in Türkiye Halk Bankası A.Ş. (the Bank) Board of Directors.

Diversity in the Board of Directors is achieved by having members who possess different underlying skills, expertise, experiences and qualities.

**B. PRINCIPLES AND GUIDELINES**

The Bank adopts the following principles in achieving diversity in its Board of Directors:

- The Bank believes that benefiting from different qualities and experiences in the Board of Directors will positively contribute to its strategic decision-making processes.
- The Bank aims to make efforts with a view to creating a balanced management by having an adequate number in women's representation in the Board of Directors.
- Accordingly, the Bank aims to see at least 25% of the Board of Directors represented by women directors within 5 years of this Policy's effective date.

**C. EFFECTIVE DATE AND REVISION**

This policy was executed by the Board of Directors and became effective on 03/09/2024.

This policy shall be revised by the Sustainability Committee at least once a year, and updates and amendments deemed necessary shall be approved and promulgated by the Board of Directors.