

I. OBJECT AND SCOPE

The purpose of this policy is to set principles, procedures and goals aimed at ensuring diversity in the Board of Directors of Türkiye İş Bankası A.Ş. (Bank).

II. DEFINITION

Diversity in the Board is ensured as Board members have several education, expertise, experience and qualifications.

III. FOUNDING PRINCIPLES

1. The Bank believes that diversity increases the effectiveness and efficiency of management.
2. Ensuring diversity, balanced distribution between men and women in particular, is considered in the Bank's Board of Directors.
3. The Bank aims to increase the ratio of women members in the Board of Directors to above 30% by the end of 2026.

IV. SUPERVISION

The effectiveness of this policy is overseen by the Corporate Governance Committee and developments are evaluated by the Board of Directors.

V. REVISION

This policy is reviewed by the Corporate Governance Committee at least once a year. Updates and changes deemed necessary are approved by the Board of Directors and published.

VI. EFFECTIVENESS

This policy has been approved by the Board of Directors and gone into effect on the date of 28.06.2022