



Diversity, Equity and Inclusion Policy

07.11.2024

Your team.

A decorative graphic in the bottom right corner consisting of a grid of thin, light red lines that intersect to form a pattern of small squares and rectangles, creating a textured, geometric effect.

Hitit Diversity, Equity and Inclusion Policy

1. PURPOSE

The purpose of the **Diversity, Equity and Inclusion Policy** of our company, **Hitit Bilgisayar Hizmetleri A.Ş. (the "Company")**, is to ensure that no discrimination is made against employees due to differences such as race, religion, color, gender, age, marital status, physical condition, political views, national or social origin, pregnancy, or union activities.

2. SCOPE

This policy applies to the Company's Board of Directors, all employees, and candidates applying for a position within the Company.

3. IMPLEMENTATION

3.1. In the formation of our Board of Directors, as well as during the nomination and member selection process, compliance with relevant regulations—including the Turkish Commercial Code, the Capital Markets Law, and provisions in the Company's articles of association—is essential. Additionally, attention is given to ensure there is no discrimination based on criteria such as gender, academic background, professional experience, knowledge, disability, origin, or age.

3.2. Achieving gender equality and strengthening the position of women in the workplace are among the fundamental principles adopted by our Company. In this regard, during the Board of Directors candidate selection process, our goal is to maintain a balanced representation of men and women who have similar qualifications in terms of knowledge, experience, and competence. We aim to preserve the current 50% ratio of female members on the Board, ensuring a balanced representation of women and men and maintaining the presence and influence of women at the highest decision-making levels within the Company and its subsidiaries.

The Corporate Governance Committee evaluates progress toward these goals and reports annually to the Board of Directors.

In addition to promoting gender equality and strengthening women's positions in the workplace, our Company fosters an environment where individuals of different races, languages, religions, genders, forms of worship, skin colors, sexual orientations, nationalities, beliefs, disabilities, ages, and perspectives work together in harmony.

3.3. All forms of discrimination or harassment, whether direct or indirect, are strictly prohibited. Moreover, recruitment, compensation, promotion, and termination decisions are based solely on an individual's performance and abilities. Equal practices apply to all employees regarding working and rest hours, paid leave, job expectations, social security, and occupational health and safety.

This Diversity Policy was put into effect on 07.11.2024, with the resolution numbered 2024/22 by the Board of Directors and will also be publicly disclosed on the Company's corporate website. Any amendments to this policy will follow the same procedure.