

Türkiye Petrol Rafinerileri A.Ş.
Board of Directors Diversity Policy

Tüpraş aims to offer equality of opportunity, diversity and inclusion at all levels in the light of the United Nations Women's Empowerment Principles (WEPs) and Tüpraş Ethical Principles. It believes that, ensuring diversity in business, especially in the decision-making mechanisms, will contribute directly to the company's performance. It therefore attaches importance to maintaining diversity at Board level, alongside knowledge and expertise.

Tüpraş Board Diversity Policy aims to contribute to the effective management of the company's operations, in particular to the fundamental operations of the Board of Directors. In this respect, the process of nomination to board membership is managed in a manner that brings the principles of diversity and inclusion to the fore.

The policy that is aimed to be implemented sustainably in respect of the representation of female Board Members at Tüpraş' Board of Directors is as follows:

- Nomination and election process for Tüpraş 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.

- In the course of nomination for the Board of Directors, it is aimed to maintain diversity in terms of age, gender, race, nationality and ethnicity among the candidates who possess necessary knowledge, expertise, and capability that their duty requires in accordance with the company's culture, asset 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, among candidates with the similar characteristics in terms of knowledge, expertise and capability it is sought to give priority to female candidates **and it is principally aimed to reach 25% female members in the Tüpraş Board of Directors within 5 years.** The Board of Directors reviews the progress made in reaching this target annually and discloses the results with 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 March 2021.