



SASA POLYESTER SANAYİ A.Ş. BOARD DIVERSITY AND INCLUSION POLICY

PURPOSE

As an integrated polyester and specialty chemicals manufacturer open to the world, Sasa Polyester Sanayi A.Ş. “Sasa” adopts an effective corporate governance approach, which is a key element in ensuring economic performance and growth.

Within this scope, Board Diversity and Inclusion Policy has been established.

The purpose of this policy is:

- 1) To build the trust with Sasa shareholders and all stakeholders,
- 2) To improve decision-making processes,
- 3) To ensure inclusiveness and diversity in the Board of Directors based on an effective and sustainable corporate governance.

SCOPE AND CODE OF PRACTICE

This policy covers the criteria related to the diversity and inclusivity of the Board of Directors, including the nomination process of the Board of Directors at Sasa.

Sasa;

- Follows the Capital Market Board's Corporate Governance Communiqué and national and international best practices and regulations on the diversity and inclusiveness of the Board of Directors.
- Believes that the members of the Board of Directors should have various expertise and experience, different perspectives, geographical experience and provenance, and professional background.
- Supports the diversity of gender, ethnicity, geographical provenance, age, thought and skill in the Board of Directors and regularly reviews the structure of the Board of Directors and succession planning accordingly.
- Targets to keep the ratio of female representatives on the Board of Directors at least 25%.
- Encourages the participation of the individuals with different knowledge, education, experience and qualifications to the Board of Directors in order to support the diversity in the structure of the Board.



- Adopts a participatory, solution-oriented Board of Directors understanding that considers different opinions and suggestions.
- Supports a structure that does not allow prejudice, discrimination, compulsion and abuse within the Board of Directors.
- Believes that gender equality, merit and equality of opportunity are indispensable principles in the formation of the Board of Directors.

POLICY GOVERNANCE AND SUPERVISION

This policy is approved by the Sasa Board of Directors upon the recommendation of the Sasa Corporate Governance Committee. The Board of Directors has the authority to amend, cancel it or issue a new one.

Supervision, pursuance, amendment proposal, development, implementation and execution of this policy are under the direct responsibility of the Corporate Governance Committee, and finalization of this policy is made by the decision of the Board of Directors.