

DIVERSITY AND INCLUSION POLICY



PO.İK.04-Rev.01-06.01.2025

Our Diversity and Inclusion Policy defines our way of working at Arzum Elektrikli Ev Aletleri San. ve Tic. A.Ş. ("Arzum", "Company"). This policy is binding for all Arzum and group companies, and as Arzum, we commit to taking every step in compliance with this policy.

All Arzum employees are responsible for developing the culture established regarding the promotion and implementation of diversity and inclusion. Arzum stands firmly against any form of discrimination—direct or indirect—verbal or physical violence, mobbing (bullying), and all types of harassment. We carefully review and take action on any reports submitted by our employees to the Arzum Ethics Line when they encounter such undesirable situations. In the event of such an incident, it is the responsibility of all our employees to escalate the matter to the Ethics Line. As Arzum management, we hold ourselves responsible for ensuring that our employees can submit reports safely through this Ethics Line.

At Arzum;

- We work with the belief that diverse groups generate greater participation, creativity, and a variety of ideas that will contribute to the Company. We are aware that fulfilling our five core values that we place at our focus—care, passion, trust, innovation, and sincerity—can only be achieved in an inclusive work environment that ensures diversity.
- We are committed to creating a culture and work environment where everyone is treated equally, regardless of race, age, nationality, color, religion, sex, gender identity or expression, marital status, disability, political opinion, or any other legally protected characteristics.
- We do not include discriminatory expressions in our job postings. When selecting our employees, we ensure that they are evaluated based on their existing potential and competencies. During job interviews, we do not ask candidates about their marital status changes or plans to have children. Such private information cannot influence our recruitment and career decisions.
- We support female employees returning to business life after maternity leave and ensure that they return to work with the same position and conditions. At the same time, we grant male employees the right to work remotely for a period of 2 weeks—independent of statutory paternity leaves—and attach importance to their adaptation to the process.
- We monitor all best practice examples regarding gender equality, diversity, and inclusion, and strive to adapt these examples to our Company, carrying the characteristic of being a company where everyone from all segments of society can work.
- We aim to create a culture where our stakeholders within our entire value chain—including our employees, suppliers, business partners, customers, and partners—can conduct business fairly and with mutual trust regarding human rights. We treat everyone we come together with due to our business with respect for human dignity and rights.
- As Arzum, we encourage our business partners, customers, shareholders, and all stakeholders to easily express their views, suggestions, demands, and questions. We support the ideas of everyone we communicate with within the scope of diversity and inclusion, and we value freedom of expression.

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- We strive to support the emergence of role models representing diversity across all management levels and positions. In this direction, the principle of diversity and inclusion is also observed in the composition of the board of directors. We set a target to keep the proportion of female members on the board of directors and the proportion of female employees—particularly starting from middle-management levels—no lower than 30% by 2030. Furthermore, we continuously work to increase this ratio to 50%. The Board of Directors evaluates the progress made toward achieving these targets annually and may receive support from the Corporate Governance Committee on this matter when necessary. The Arzum Corporate Governance Committee (“Committee”), which also fulfills the duties of the Nomination Committee, takes into account the diversity criteria set forth in this policy while reviewing the board structure to ensure the appropriate balance of knowledge, skills, and experience.
- With a similar approach, we aim to eliminate social barriers embedded in job descriptions attributed to specific genders by embracing everyone in recruitment across all levels of the Company, including the Executive Board. At Arzum, beyond gender stereotypes, we take into account your talent, communication, competencies, and the added value you will bring in moving the Company forward. All selection and evaluation steps in the recruitment process are carried out in accordance with this principle by our business partners who manage the recruitment process on our behalf.
- We create fair opportunities for all employees across all processes—including recruitment, career management, development planning, and the determination of compensation and benefits—regardless of any differences within the scope of diversity.

This policy was approved by the Board of Directors' resolution dated 27/12/2022 and numbered 2022/032, entering into force on the same date, and all amendments to this policy shall be subject to the approval of the Board of Directors.

REVISION HISTORY

REVISION NO	REVISION DATE	DESCRIPTION OF THE AMENDMENT	REVISED BY
00 (1st Launch)	27.12.2022	First launch	-
01	06.01.2025	The document format has been aligned with the company format. The content remains unchanged.	Seçkin Ayyar, Aylin Öztürk