

## **BİM BİRLEŞİK MAĞAZALAR A.Ş. DIVERSITY AND INCLUSION POLICY**

### **PURPOSE AND SCOPE**

Operating in geographies of different languages, religions, races and ethnic origins through its subsidiaries in Turkey and abroad, BİM aims to establish a balanced and sustainable work culture throughout the organization, with an understanding, safe and productive work environment brought about by equality, diversity and inclusion. In addition, the Company believes that the Board of Directors, which is diverse among its members, together with the members' experience, knowledge, skills and expertise, will carry out decision-making processes more effectively and contribute positively to the success of the Company.

This policy applies to all areas of operation of BİM and its domestic and foreign subsidiaries and covers BİM's relations with its management, employees, customers, suppliers, business partners and all stakeholders. The Policy text has been prepared and delivered in a clear and understandable manner for the employees in the relevant countries and if seemed necessary it is translated into relevant countries' official languages and is made accessible.

### **MAIN PRINCIPLES**

BİM believes that its workforce which constitutes of different backgrounds and is diverse can identify risks and opportunities from a broader perspective. Moreover, adapting and responding to a changing global society with agility is only possible in organizations where equality, diversity and inclusion exist. BİM has adopted fairness and transparency as the basic principle in all its processes.

BİM does not make any discrimination in its processes regarding recruitment and promotion, personal rights, working conditions, performance appraisal, training, professional development, compensation and other human resources, and cares about equality, diversity and inclusiveness.

BİM applies the principle of equal pay for equal work and especially encourages the inclusion of young people and women in the workforce. In addition, the Company conducts regular reporting to monitor the applicability of the principle of equal pay and to measure its progress, and regularly evaluates these data to carry out continuous improvement processes.

BİM is careful to ensure the balance of work and private life, especially for female employees, and to facilitate working life.

BİM is careful to ensure that women take more leadership positions in business life and that there is at least one female candidate among the candidates to be nominated for Area Executives or higher appointments.

The Company promotes cultural diversity and equality opportunity, which enhances performance and contributes to corporate goals.

The Company supports participation by generating areas where employees can easily express their opinions and suggestions.

As indicated in the human resources policies as well, the Company does not tolerate discrimination on any subject such as religion, language, race, gender and age in relations with customers, suppliers, business partners and all stakeholders.

The Company opposes the language and behavior patterns that emphasize sexist, racist, discriminatory stereotypes and discourses in all communication processes.

Member selection is carried out by focusing on the collective competence of the Board of Directors. Board of Directors candidates are determined from among people who have the qualifications required by the task according to the Company's culture, organizational structure and activities, without discrimination on any subject such as gender, age, religion, language, race, ethnicity, disability, nationality etc..

The Company aims to include women in the Board of Directors and increase their role. The company aims to have female member/members in the Board of Directors until the end of 2027.

## **PRINCIPLES OF IMPLEMENTATION**

Allegations and notifications regarding the violation of the basic principles within the scope of this policy are evaluated within the scope of ethical violations and are reviewed and finalized in accordance with the procedures and principles set forth in the BİM Whistle Blowing Policy.

## **ENFORCEMENT AND REVIEW**

This Policy became effective on 17 February 2023 with the approval of the Board of Directors of BİM and has been revised and republished on 19 September 2025. The Board of Directors of the Company has overall responsibility on the operation and enforcement of this policy. This Policy is reviewed annually by the Human Resources Directorate. Any kind of important revision to the Policy after the date it became effective should be approved by the Board of Directors.