

## **Besler Diversity and Inclusion Policy**

At Besler, we embrace diversity and social equality as core values of our corporate culture and aim to provide an inclusive work environment where all individuals can contribute. Guided by Yıldız Holding's diversity and inclusion policy, we offer equal opportunities to everyone through fair hiring and compensation processes. We offer various training and mentoring programs to support our employees' career development, while encouraging female employees' participation in the workforce and career advancement.

In collaboration with the Yıldız Holding Women's Platform, we develop projects that support social equality of opportunity and strive to achieve gender balance in our work environment. We adopt an equality-focused assessment approach at every level, from management to all staff, and continuously improve our work processes by taking our employees' feedback into account.

Strengthening the diversity of knowledge, experience, and perspectives within our company contributes significantly to both our corporate activities and the effective functioning of the Board of Directors. In this regard, when determining our company employees and Board of Directors candidates, we ensure that qualified individuals who are familiar with the company culture, possess the necessary knowledge and experience, and can contribute different perspectives to the organization are included in the process.

You can access the detailed information published by Yıldız Holding on inclusivity and diversity by clicking here: <https://www.yildizholding.com.tr/en/being-a-part-of-yildiz/career/diversity-and-inclusion>

To explore the ecosystem created by the Yıldız Holding Women's Platform, established with the mission of supporting equal opportunities, and its reflections in the work environment in more detail, you can click here: <https://www.yildizholding.com.tr/en/womens-platform/manifest>