



KALE JET MOTORLARI SANAYİ A.Ş. DIVERSITY AND INCLUSIVITY POLICY

1. PURPOSE

The aim of the diversity policy of our company is to ensure equal treatment of all employees regardless of race, religion, color, sex, age, marital status, physical disability, political opinion, national or social origin, pregnancy, trade union activities, family responsibilities, etc.

2. SCOPE

Covers the Company's Board of Directors and all employees working in our company and new employees to be recruited.

3. RESPONSIBILITIES

The **Employer** is responsible for the implementation of this procedure.

Kale Group Vice Presidency/Human Resources is responsible for the implementation, preparation and/or updating of this procedure.

4. IMPLEMENTATION

a) In the formation of the Board of Directors of our Company, during the nomination and election stage, in addition to following the relevant regulations, including the Turkish Commercial Code and the Capital Markets Law, and the provisions of the Company's articles of association, various factors are taken into account, including criteria such as different gender, academic profile, professional experience, knowledge, disability, origin or age.

Ensuring gender equality and strengthening the position of women in business life are among the fundamental concepts adopted by our Company, and within this scope in the process of nominating candidates for the Board of Directors, priority is given to female candidates among candidates with the same characteristics in terms of knowledge, experience and competence and in order to ensure a balanced representation of women and men on the Company's Board of Directors and to increase the position and effectiveness of women at the highest decision-making authority of the Company, it is aimed to maintain the current ratio of female members to be at least 25%.

Each year, the Corporate Governance Committee reports its assessment to the Board of Directors on the maintenance and/or achievement of these targets. The Board of Directors annually evaluates the progress made in achieving this goal and shares the results with the public. The target is revisited if necessary.

b) In addition to the basic concepts of ensuring gender equality and strengthening the position of women in business life adopted by our Company, people of different races, languages, religions, genders, forms of worship, skin colors, sexual orientations, nationalities, beliefs, disabilities, ages and opinions work together in harmony.

■ Kale Jet Engines

Discrimination or harassment against any employee in our company cannot be committed by any person or under any circumstances.

The employees and managers of the Company respects the individual rights and cultural differences of the employees. Any behavior that constitutes direct or indirect discrimination or harassment of individuals is strictly prohibited. In addition to this; recruitment, remuneration, promotion and dismissal are based solely on employees' performance and abilities on the job, and similar situations are approached with the same consistency and decisions are made with the same consistency without discrimination. All employees shall be treated equally in matters relating to working and rest periods, paid leave, job-related expectations, social security and occupational health and safety.

Our policy is applied according to Labor Law No. 4857. The purpose of this law is to regulate the rights and responsibilities of employees who are employed on the basis of an employment contract with the employer regarding their working conditions and working environment.

In the event of a possible violation, complaint boxes have been prepared and placed in certain places within the company, considering that only verbal notifications and contact with the first supervisor/managers may not be sufficient. In addition, employees can also report their complaints via our company's etikhat@kale.com.tr e-mail address or via the Ethics Line at (212) 3715450. In the event of complaints in this regard, the management makes an immediate assessment and a quick solution is reached. The names of those who report are kept confidential and complainants are never penalized.

This Diversity and Inclusivity Policy entered into force with the decision of the Board of Directors dated 29.12.2024 and no. 2024/55 and is also disclosed to the public on the Company's corporate website. Any changes to this Policy are subject to the same procedure.