

DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

1. PURPOSE

The Diversity, Equity and Inclusion Policy (hereinafter referred to as the "DEI Policy") has been prepared to define the corporate approach of Doğuş İnşaat ve Ticaret A.Ş. (hereinafter referred to as the "Company") regarding diversity, equity and inclusion (DEI), and to establish a binding set of principles.

The DEI Policy, in alignment with the Human Rights Policy, aims to ensure an inclusive and fair working environment in which everyone has equal rights.

2. DEFINITIONS

In this section, the specific terms and concepts used in the DEI Policy are briefly explained as follows.

Company: Doğuş İnşaat ve Ticaret A.Ş.

Policy: Human Rights Policy

Employee: Refers to the Company's managers and employees.

Diversity: Refers to the differences among people in terms of gender, age, ethnicity, disability status, religion, belief, language, culture, thought, sexual orientation, experience, and skills. Diversity is used in organizations to mean the co-existence of different perspectives. (UN Global Compact – Diversity and Inclusion in the Workplace Guide)

Equity: Ensuring equal access for every individual to opportunities, resources, and rights. Equity involves the elimination of systemic barriers to achieve fair outcomes [ILO Discrimination (Employment and Occupation) Convention No. 111].

Inclusion: Providing a working environment where everyone feels valued and a sense of belonging — one that supports the participation of the differences arising from diversity, and the ideas and views of those who possess such differences, in decision-making processes and daily operations (European Institute for Gender Equality – Glossary and Thesaurus).

Equal Opportunity: Ensuring that no Employee or candidate is placed at a disadvantage due to their identity in any human resources processes, including recruitment, promotion, training, remuneration, and career development (GRI 405 – Diversity and Equal Opportunity Standard).

Bias: Refers to the conscious or unconscious assumptions made by individuals about a particular group, whether positive or negative. Preventing bias in organizational processes

forms the foundation of the DEI Policy (UN Guiding Principles on Business and Human Rights – Interpretive Guide).

Harassment and Discrimination: Behaviors that undermine the dignity of Employees, are contrary to equality, or are exclusionary or demeaning. This DEI Policy addresses harassment and discrimination with a zero-tolerance approach (ILO Violence and Harassment Convention No. 190).

3. SCOPE

This DEI Policy covers;

- a) The Company's Board of Directors,
- b) Company Employees,
- c) Other persons and their employees ("Business Partners") acting on behalf of the Company, including consultants, lawyers, advisors, and external auditors, as well as clients with whom the Company has commercial relationships.

covers.

PRINCIPLES AND FUNDAMENTALS

The following principles and fundamentals have been adopted by Doğuş İnşaat;

- The right of everyone to equal treatment is upheld; discrimination, harassment, bullying, and exclusionary practices are strictly prohibited.
- The working environment is built on a structure where different identities, experiences, and perspectives are respected and a culture of collective value creation is fostered.
- Equal opportunity is ensured across all human resources processes, including recruitment, development, performance evaluation, remuneration, and career development.
- Inclusive mechanisms are supported whereby Employees can express themselves, have their views taken into account, and their participation valued.
- Compliance with the principles of diversity, equity and inclusion is also expected throughout the supply chain.
- Gender equality is observed in marketing and communications materials; discriminatory or stereotype-reinforcing elements are avoided in language and visuals, and inclusive, balanced representation is adopted as the standard.

5. IMPLEMENTATION COMMITMENTS

The Company commits to making the necessary organizational arrangements for the implementation of the DEI Policy principles in business processes, to conducting regular awareness and training programs for Employees, and to monitoring and reporting practices related to the DEI Policy.

6. DUTIES AND RESPONSIBILITIES

The Board of Directors is responsible for the development, implementation, and updating of the DEI Policy.

All operational processes specified within the scope of the core principles are the responsibility of the relevant functions in terms of implementation and process management..

This DEI Policy is applied as valid within subsidiaries and affiliated companies, and the DEI Policy principles have been ensured within the relevant organizations accordingly.

7. COMMUNICATION

Violations and suspected situations that are contrary to the principles and fundamentals set out in the DEI Policy shall be reported to the Ethics Board in accordance with the Ethics Principles Procedure.

Provided that those making reports do not act in bad faith, the necessary measures are taken to ensure that no pressure or retaliation is directed against the person making the report, and violation reports are investigated within the framework of confidentiality principles.

In the event that a situation contrary to the principles and fundamentals set out in the DEI Policy is identified as a result of an investigation, sanctions may be applied to the responsible parties by the Disciplinary Board in accordance with the Company's Ethics Principles Procedure and Disciplinary Procedure, with due regard for the principle of equity.

E-mail: etik@dogusinsaat.com.tr

Address: Büyükdere Cad. No: 249 Kat: 10-13 34398 Maslak / Sarıyer / İstanbul / TÜRKİYE

8. ENTRY INTO FORCE

This Policy has been approved by the decision of the Company's Board of Directors dated 02/04/2026 and numbered 2026/56, and has entered into force as of this date.

9. REVIEW

The DEI Policy is reviewed at regular intervals in line with stakeholder feedback and developments in national legislation and international standards, and is updated where deemed necessary.

10. RELATED POLICIES AND PROCEDURES

Human Resources Policy

Human Rights Policy

Ethics Principles Procedure