

# DIVERSITY AND EQUAL OPPORTUNITY POLICY

## 1. IMPLEMENTATION

The main objectives of Biotrend Çevre ve Enerji Yatırımları A.Ş. include adoption of an inclusive approach without making discrimination among candidates focusing on diversity in line with our employment policy and ethical principles, and promotion of the culture of equal opportunity across the Company. Our prioritized objectives include mainly ensuring gender equality, fighting with prejudices based on sex or gender, strengthening the position of women in decision-making mechanisms, and improving the approach of non-discrimination for reasons of gender in employment, educational and career planning processes. Within this framework, we aim to spread a working culture based on diversity and equality by means of the active contribution of all employees without any discrimination, and make such approach sustainable.

While choosing company employees and candidates for Board Membership positions, business people that have the required qualifications with respect to Company culture, knowledge, experience and perspective requirements are nominated and elected considering the positive contribution of diversity at the Company in terms of knowledge, experience and perspective to the Company's activities and the efficient operation of the Board of Directors.

A Board of Directors involving various ages, sexes and nationalities better manages independent decision-making processes, and seeks benefits both for the company and the society successfully. In this direction, no discrimination is made among people who have the qualifications required by the Company and the Board Member positions on the basis of sex, age, religion, language, race, ethnic origin, cultural background, and nationality. To the contrary, diversity is supported across the entire Company including the Board of Directors.

Biotrend company aims to sustain a highly productive organization consisting of men and women representing diversity in terms of perspectives, cultures, races and gender, and adopting good ideas produced with such diversity. This is achieved by the selection and training of qualified people, and providing them with compensation, benefits and development opportunities without any discrimination.

Biotrend does not make any discrimination in business opportunities or practices on the basis of race, color, religion, sex, sexual identity, sexual orientation, nationality, age, veterans status or military status, civil status, pregnancy, disability, genetic information or other characteristics protected under the applicable laws.

Biotrend does not tolerate any discriminative acts (including harassment). No difficulties or loss of interest shall be caused or no penalty shall be imposed as the punishment for making a complaint related to discrimination against an employee or responding to a discrimination complaint, or attending the investigation of a complaint as a witness, or serving as an inspector or engaging in collaboration in a workplace investigation.

Retaliation or retaliation attempt shall constitute the violation of this Policy, and everyone engaged in retaliation may be subjected to disciplinary penalties as set forth below.

Biotrend does not, and will not, employ child labor or forced labor. In addition, Biotrend shall not knowingly engage with a supplier or distributor, or not engage in any joint venture relationship with an institution, employing child labor or forced labor or engaged in subcontracting activities by employing child labor or forced labor.