



Doğan Şirketler Grubu Holding A.Ş. Women’s Representation in Management Policy

The “Women’s Representation in Management Policy” of Doğan Şirketler Grubu Holding A.Ş. (the “Company”) sets out the principles regarding women’s representation across management levels, including the general principles and procedures concerning the proportion of women members on the Board of Directors as recommended under the Corporate Governance Principles of the Capital Markets Board of Türkiye.

Through its “Women’s Representation in Management Policy”, the Company adopts as a principle the strengthening of women’s representation across management levels and enhancing the effectiveness of the Board structure.

Giving importance to the representation of women on the Board of Directors, the Company aims, taking into account the minimum 25% threshold recommended under the Corporate Governance Principles of the Capital Markets Board of Türkiye, **to increase the proportion of women members on the Board of Directors to at least 30% and the proportion of women across management levels to at least 30% across the Doğan Group by the end of 2030.**

The Company’s Board of Directors reviews progress toward these targets annually.