

Diversity and Equal Opportunity Policy

As **Doganlar Furniture Group**, in line with our employment policy and ethical principles, we have set our main objective to adopt an inclusive approach, focusing on diversity, without making any distinction between candidates, and to spread the culture of equal opportunity throughout the company. In this regard, our primary goals include ensuring gender equality, preventing biases arising from genders, and empowering women in decision-making processes; developing gender-neutral approaches in recruitment, training, and career planning processes.

In this context, by the active participation of all our employees, we aim to spread and sustain a work culture based on diversity and equality throughout the company without any discrimination. We believe that utilizing knowledge, experience, and different perspectives within the company will positively contribute to our activities and the effective functioning of our Board of Directors. For this reason, while evaluating candidates both for company employees and Board of Directors' Membership, care is taken to choose individuals who possess the required qualifications, company culture, knowledge, and experience.

A Board of Directors consisting of individuals from different ages, genders, origins, and cultures manages independent decision-making processes more effectively and considers the benefit of both the company and society. In this context, our company does not include any discriminatory factors such as gender, age, religion, language, race, ethnicity, cultural background, or nationality when selecting candidates for the company and Board of Directors membership. On the contrary, diversity is actively supported both in the Board of Directors and throughout the entire company.

Doganlar Furniture Group is an organization representing different perspectives, cultures, races, and genders, carries on the processes to embrace the innovative ideas generated by this diversity and maintains a productive workforce of women and men. This will be achieved through the evaluation and training of qualified individuals, offering them equal opportunities without discrimination.

The inclusion of individuals with disabilities in the workforce is being increased, full accessibility is provided in workplaces, and equal opportunities are offered in recruitment processes.

Doganlar Furniture Group does not discriminate on the basis of race, color, religion, gender, gender identity, sexual orientation, national origin, age, veteran or military status, marital status, pregnancy status, disability, genetic information, or any other characteristics protected by applicable laws in employment opportunities or practices. **Doganlar Furniture Group** has a zero-tolerance policy towards discriminatory actions (including harassment), and such behavior is strictly unacceptable. Additionally, there is a complaint mechanism to address discrimination or harassment complaints, ensuring confidentiality in the workplace.

No employee will face hardship, loss of benefits, or punishment as a result of filing a discrimination complaint, responding to complaints, providing testimony during an investigation, taking part as an inspector, or otherwise contributing to workplace investigations. Retaliation or attempts at retaliation will be considered a violation of this policy, and individuals engaging in retaliatory behavior will be subject

to disciplinary actions. Every retaliation-related complaint will be objectively reviewed by an independent unit, and necessary disciplinary measures will be taken against the individuals involved. Additionally, employees will be supported with confidentiality and protective measures to ensure that they do not face any adverse consequences related to filing retaliation complaints.

Doganlar Furniture Group is strictly opposed to child labor and practices such as forced labor. Such situations will not be tolerated in any form. Additionally, our company will not cooperate with suppliers who knowingly employ child labor, engage in forced labor, or use subcontracting practices.