

DOGANLAR MOBILYA GRUBU IMALAT SANAYI VE TICARET ANONIM SIRKETI

BOARD OF DIRECTORS FEMALE MEMBER POLICY

The purpose of the Board of Directors Female Member Policy is to ensure diversity and inclusivity by increasing female representation on the Board of Directors of Doganlar Mobilya Grubu Imalat Sanayi ve Ticaret Anonim Sirketi ("the Company") in line with the relevant legislation and corporate governance principles to which the Company is subject, and in accordance with the Company's long-term objectives; to integrate different perspectives into decision-making processes; and to contribute to the Company's sustainable growth objectives by advancing corporate governance practices.

The Corporate Governance Principle numbered 4.3.9 in the Corporate Governance Communiqué No. II-17.1 dated 03 January 2014 issued by the Capital Markets Board stipulates that a target ratio and a target timeframe shall be set for female board membership, with a minimum rate of 25%. In line with this Principle, Doganlar Mobilya Grubu Imalat Sanayi ve Ticaret A.S. aims to maintain the female representation ratio on its Board of Directors at a minimum level of 25%.

In order to achieve this target, female candidate selection is given due consideration during the Board of Directors nomination process, among candidates with equivalent knowledge, experience and competencies. The composition of the Board of Directors is reviewed periodically, and the nomination process is conducted in accordance with this Board of Directors Female Member Policy. The Company evaluates target rates and timeframes, as well as related developments, on an annual basis. Assessments conducted within the Board of Directors are recorded in a report and retained.