

KİMTEKS POLİÜRETAN SANAYİ VE TİCARET ANONİM ŞİRKETİ
("COMPANY")
WOMEN'S BOARD MEMBERSHIP POLICY

1. Purpose

The purpose of the policy is to give priority to women in the selection of members to the Board of Directors and to strengthen the position of women in the highest decision-making mechanism, in accordance with the "Corporate Management Communiqué No II-17.1", Article 4.3.9 of the Capital Markets Board ("CMB"), under compliance with the Women's Board Membership Policy, the Turkish Commercial Code No. 6102 ("TTC") and the Capital Markets Law No. 6362 ("CMB").

2. Authority and Responsibility

The women's board membership policy has been designed by the Board of Directors in line with the CMB Corporate Management Principles and submitted to the shareholders as a separate item on the agenda of the Company's general assembly meeting. The Board of Directors is has the authority and responsibility to monitor, develop and update the Company's women's board membership policy. The possible amendments in the women's board membership policy are submitted to the shareholders at the general assembly meeting, following the approval of the Board of Directors, and published on the Company website (www.kimpur.com).

3. Women's Board Membership Principles

The company management and representation and binding against third parties consists of the Board of Directors consisting of at least 5 (five) and at most 9 (nine) members elected by the General Assembly for a maximum of three years, in accordance with the conditions specified in the Turkish Commercial Code and the capital market legislation. The company sets a target of minimum 25% for the rate of female members to be included in the Board of Directors. The company annually reviews this target.

The main shareholder or other shareholders recommends the female member candidates to the Board of Directors. The proposed female member candidates are forwarded to the Board of Directors by the Corporate Governance Committee, which assumes the duties of the nomination committee. The Board of Directors evaluates the suitability of the female member to the structure of the Board of Directors in line with the opinion of the main shareholder and shareholders. The privilege of nominating a candidate for the Board of Directors of Group A shareholders, which is regulated in the Company's Articles of Association, Article 7, titled "Board of Directors and Term", is reserved.

In the event that the female member is preferred to be an independent member, the Corporate Governance Committee, which assumes the duties of the nomination committee, is responsible for the execution of the process in accordance with the legislation. It is obligatory for the female member to comply with the Corporate Management Communiqué (II-17.1), Article 4.3.6, "Independent Member" criteria.