



DIVERSITY, INCLUSION, GENDER AND EQUAL OPPORTUNITY POLICY

1. PURPOSE AND SCOPE

“Diversity, Inclusion and Gender and Equal Opportunity” has been accepted as one of the main priorities of NOVA REKLAMCILIK DEKORASYON SANAYİ VE TİCARET ANONİM ŞİRKETİ to build a sustainable future, to bring creative and innovative solutions together with the society and to benefit from the power of diversity and inclusion. Accordingly, all processes are created to ensure that every individual has access to equal opportunities, rights and resources. NOVA is committed to providing all employees with fair access channels to opportunities and providing an egalitarian and safe working environment that respects human dignity.

The fundamental rights defined in the United Nations (UN) Universal Declaration of Human Rights, the targets for achieving Gender Equality among the United Nations (UN) Sustainable Development Goals, the relevant decisions of the International Labor Organization (ILO) and the rules in the NOVA ADVERTISING Ethical Principles Policy are the main sources that shape these policy practices.

Created in line with the United Nations (UN) Sustainable Development Goals “SDG 5 - Gender Equality” and “SDG 8 - Decent Work and Economic Growth”.

NOVA commits to comply with the relevant policy and ensure its sustainability to increase gender equality awareness and make equality a corporate culture to approach all parties who have difficulty in accessing opportunities, rights and resources due to inequality equally.

2. GENERAL PRINCIPLES AND COMMITMENTS

As a responsible employer, NOVA treats all employees fairly and provides equal opportunities. Based on this principle, treats all employees impartially.

It rejects any discriminatory behavior against any individual based on race, color, language, gender, sexual orientation, marital status, age, religion, philosophical or political opinion and human physical condition.

Designing processes with the approach that equal treatment and equal opportunities for all employees and prospective employees is a fundamental right. Respects and pursues differences, diversity and human rights with an inclusive culture.

Raises awareness among all employees of gender equality and equal opportunities; works to ensure that this is adopted as a corporate culture.

Conducts awareness raising activities within and outside the organization to adopt egalitarian language and to avoid discriminatory and sexist language.

It carries out activities on gender equality on national and international platforms and cooperates with civil society and relevant organizations.

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The distribution of work and tasks of all employees is based on the characteristics of the work and the competence of individuals.

It adopts an egalitarian approach and protects equal opportunity in all human resources processes, including recruitment, performance measurement and evaluation, career planning, rewarding, promotion and appointments, training development programs and dismissal.

Supports gender equality at work by providing opportunities for women to access education and employment in the workplace, and through efforts aimed at increasing the number of women in middle and senior management positions. The ratio of female/male employees is monitored at every step in the processes, and efforts to increase the ratio of women are planned when necessary.

Applies the principle of equality and the principle of “equal pay for work of equal value” without discriminating between genders.

Aims to provide employees with a respectful, safe and healthy working environment free from all forms of mobbing, violence, harassment, pressure and threats. Zero tolerance for all forms of violence, harassment, discriminatory and discriminatory behavior in the workplace. Employees who engage in such behaviors cannot be tolerated under any circumstances, and the necessary internal disciplinary and legal procedures are carried out against them.

3. RESPONSIBILITY FOR IMPLEMENTATION

This Policy was developed by the Main Working Group of the NOVA D-E-I Executive Committee and entered into force with the positive opinion of the ESG (Environmental, Social, Governance) Committee and the approval of the General Manager.

NOVA Senior Management is responsible for overseeing the implementation of the items in the relevant Policy; all NOVA business units are individually responsible for its implementation, limited to their own areas of responsibility, and the implementation of the Policy is monitored by the Equality Executive Committee, ESG Committee and Internal Audit.

4. MONITORING THE POLICY

This Policy will be reviewed and evaluated annually by the Executive Committee of NOVA. Amendments to the Policy will enter into force upon the approval of the General Manager.

5. APPLICATIONS AND COMPLAINTS

NOVA supports a culture of communication so that all employees feel safe. Each employee should be sure that when they are subjected to attitudes and behaviors contrary to the policy and when they think with evidence that allows for all determinations, they have a channel to communicate this and that their applications will be evaluated. All notifications will be recorded, their details will be evaluated and reported in accordance with the existing policy. All employees and managers must treat their colleagues with dignity and respect in business processes and ensure that they receive the same treatment. Information requests, suggestions and complaints regarding the policy can be sent via e-mail to compliance@nova-tr.com.

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ANNEX 1:

ABBREVIATIONS and DEFINITIONS

D-E-I Committee: NOVA aims to increase the awareness of all its employees on Gender Equality, Inclusion and Diversity and to make equality a corporate culture. The coordination of all activities to be carried out in this field is managed under the leadership of the “D-E-I Committee”.

Equality Committee Volunteer Working Group: Includes employees working in our company who will serve voluntarily in the “Gender and Equal Opportunity” process.

Vedat KARAHANÖĞLU

General Manager

11.03.2025