GÜLERMAK AĞIR SANAYİ İNŞAAT VE TAAHHÜT A.Ş.

Questions and Answers Submitted at the Ordinary General Assembly Meeting for the Year 2025

Pursuant to the item no. 6 of the agenda, shareholder Ms. Aycan Anlamaz requested information as to whether the Company had established a target of at least 25% female representation on the Board of Directors and adopted a related written policy, as recommended under Article 4.3.9 of the CMB Corporate Governance Principles, and, if not, the reasons therefor. In addition, she requested that the reasons for the absence of female members on the Board of Directors, as well as the Company's plans and concrete targets regarding this matter for the upcoming period, be disclosed and that the response be recorded in the minutes of the General Assembly. The Chairman of the Meeting, Mr. Hasan Fehmi Güneş, stated that there were no female members on the Board of Directors due to the dynamics of the contracting sector in which the Company operates, that the Company had not established any specific target in this regard, and that the principle of having female members on the Board of Directors is a voluntary principle. He further noted that the Company monitors the ratio of female employees within its workforce.