

## I. OBJECT AND SCOPE

The purpose of this policy is to set forth basis and basic principles related to gender equality practices encompassing all employees and activities of Türkiye İş Bankası A.Ş. (the Bank) in line with the principles of equal opportunity and diversity stated in Human Rights and Human Resources Policy of the Bank.

## II. DEFINITIONS

Gender equality is the state of equal ease of access to resources and opportunities including equal treatment in all spheres of public and private life, decision making, empowerment, representation, development of personal knowledge and skills without being subject to gender-based discrimination. Unlike “sexual equality” which is defined by innate biological characteristics, “gender equality” aims at equitable social status that include the roles, responsibilities and behavioral expectations that are learned and socially constructed.

## III. FOUNDING PRINCIPLES

1. The Bank promotes gender equality and empowerment of women with the participatory and inclusive studies of different disciplines under the leadership of senior management.
2. The Bank considers gender equality in all its operations and aims to create opportunities in order to increase awareness on the issue. It seeks to ensure that all stakeholders in the value chain embrace this approach.
3. The Bank embraces equality as a fundamental principle in its conduct towards all employees. It rejects any attitude and behavior that prevents or eliminates the recognition, exercise and enjoyment of human rights and fundamental freedoms which would constitute direct or indirect discrimination, deprivation or restriction based on gender.
4. The Bank does not discriminate between female and male employees in major human resources practices such as recruitment, career management, remuneration policy, promotion, performance measurement and evaluation, and termination of employment. The Bank adopts the principle of equal pay for equal work, applies a transparent and quantifiable system in remuneration.
5. The Bank regularly organizes training programs in order to improve the competencies and personal development of employees regardless of gender, supports the professional and personal development of them through continuous feedback. It implements trainings aimed at increasing the level of awareness on gender equality.
6. The Bank oversees the differentiated needs and demands of women, while ensuring the health, safety and well-being of its employees. It provides leave and fringe benefits to help employees establish a balance between their private and professional lives, and adopts a family-friendly approach.
7. The Bank ensures equal involvement in high-level management and decision making processes for women. It monitors female-male balance in management.
8. The Bank does not tolerate any implication, attitude and action regarding sexual based harassment or bullying against its employees; it commits to investigate and respond to any issues reported, suspected or observed.
9. The Bank carries out activities focusing on women. It supports women’s place in economic life with financial services, as well as non-financial activities such as experience sharing, training and collaborations.
10. The Bank follows the declarations of initiatives advocating gender equality at national and international level, contributes to the improvement of gender equality practices by signing the declarations that are compatible with its goals and strategies, have a high impact and offer development opportunities. It aims to establish collaborations and partnerships with non-governmental organizations, universities and private sector companies for the actions to be taken regarding gender equality.
11. The Bank commits to implementing an inclusive positioning, language and visual use in order to mainstream gender equality, where women and men are equally represented, benefit from resources and opportunities equally, assume roles equally, questioning sexist stereotypes in language. It displays an attitude towards preventing gender discrimination in marketing and advertising activities.
12. The Bank regularly discloses gender equality studies and publicly reports gender equality data.

#### **IV. SUPERVISION/AUDIT**

Compliance with the provisions of this policy is audited within the context of internal audit.

#### **V. REVISION**

At least once in a year, this policy is reviewed by the Investor Relations and Sustainability Division in accordance with the requirements and changing operating conditions. Required revisions and amendments go into effect with the approval of the Board of Directors.

#### **VI. EFFECTIVENESS**

This policy has been approved by the Board of Directors and gone into effect on the date of 26.03.2021.