

- 1- WOMEN'S ECONOMIC INDEPENDENCE AND THEIR ACTIVE ROLE IN BUSINESS LIFE ARE AMONG THE BANK'S STRATEGIC PRIORITIES.

Continuously strengthening the egalitarian approach it has adopted since its establishment in line with best practices and global standards, İşbank considers women's active participation in society and business life within the framework of the Sustainable Development Goal that is "Achieve gender equality and empower all women and girls" as one of the prerequisites for improving life in a sustainable manner.

- 2- İŞBANK TAKES INTO CONSIDERATION THE DIFFERENTIATED DEMANDS AND NEEDS OF WOMEN IN ITS HUMAN RESOURCES POLICIES.

The Bank does not discriminate between male and female employees in human resources processes. It implements a transparent and quantifiable remuneration system that is independent of religion, language, race, age, class and gender. It adopts the principle of equal pay for equal work. The Bank ensures the health, safety and well-being of all its employees regardless of gender, while taking into account the -differentiated demands and needs of women.

- 3- İŞBANK ENGAGES IN PRACTICES AND COLLABORATIONS TO ENCOURAGE AN INCREASE IN THE PROPORTION OF WOMEN EMPLOYEES AND MANAGERS.

As a signatory of the United Nations Women's Empowerment Principles (WEPs), the Bank monitors female-male balance in management.

It takes the necessary actions to achieve the targets set for increasing the representation of women at the Board of Directors and the ratio of women executives in senior management level. The Bank is a member of the 30% Club, which aims to increase the representation of women in the Board of Directors.

Ever since its establishment, the Bank has offered women an equal place in every field and believed in the value created by them. The Bank has launched the “Women in Leadership Program” to support its female executives in fulfilling their potential to the fullest.

4- THE BANK CONDUCTS WOMEN ORIENTED STUDIES ON WOMEN’S ACCESS TO FINANCIAL SERVICES.

The Bank undertakes to provide finance support of **TL 100 billion** to women entrepreneurs **within 5 years starting from 2023** through supplying programs designed for women entrepreneurs, microloans disbursement for women, and the financing of companies where women have a right to participate in employment and management.

5- THE BANK ALSO PROMOTES WOMEN’S PLACE IN ECONOMIC LIFE THROUGH SUPPORTING NON-FINANCIAL ACTIVITIES SUCH AS EXPERIENCE SHARING, TRAINING AND COLLABORATIONS.

The Bank acts within the framework of its vision as an entrepreneur-friendly, leading cooperation platform by positioning itself as a financial solution partner for women, who are critical in sustaining economic and social development, and the companion that sheds light on their advancement in their business

In line with this vision, İşbank aims to reach **15,000 women entrepreneurs in 5 years** by providing financial literacy training programs under the umbrella of Women Empowering the Future.

6- THE BANK ADOPTS AN ATTITUDE TOWARDS PREVENTING GENDER DISCRIMINATION IN ITS MARKETING AND ADVERTISING ACTIVITIES.

In its internal and external communication activities, the Bank pays attention to the use of an inclusive positioning, language, and visual using by mainstreaming gender equality , where women and men are represented equally, benefit from resources and opportunities equally, assume equal roles, and question gender patterns in language.

7- THE BANK OBSERVES GENDER EQUALITY IN ALL ITS ACTIVITIES AND AIMS TO CREATE OPPORTUNITIES TO RAISE AWARENESS ON THE ISSUE. IT STRIVES TO ENSURE THE ADOPTION OF SUCH APPROACH BY ALL STAKEHOLDERS IN THE VALUE CHAIN.

Within the scope of the Gender Equality Program covering the entire value chain, the Bank implements action plans aimed at developing new, innovative and good practices in a wide range of areas from human resources practices to finance/sales activities that reach out customers, from procurement to corporate social responsibility.