

Gender Equality Policy

VakıfBank pursues to provide social benefit in all business processes through its sustainable and inclusive banking approach, based on foundation culture.

Accordingly, VakıfBank considers improving conditions of gender equality on a global scale, particularly for its employees, eliminating all forms of discrimination against women and supporting education of girls as among its top priorities.

The Human Rights and Employee Rights Policy implemented by VakıfBank to create a modern and socially fair work environment where labor rights are constantly improved, encourages equality, diversity, and inclusion in the workforce, and aims to eliminate all forms of discrimination, particularly discrimination based on gender. In this approach, it takes the principles of the United Nations Universal Declaration of Human Rights, the United Nations Sustainable Development Goals (SDG), and the International Labor Organization (ILO) as guidance, and all practices of the Bank are shaped in accordance with international standards.

Within this context, VakıfBank takes concrete steps to create a fair and unprejudiced working environment within the company without any gender-based discrimination among employees. At VakıfBank, it is our goal to create a working environment where different views and perspectives are welcomed, all ideas are appreciated equally, without any gender-based discrimination in business and decision-making processes. It is essential that the knowledge, skills, experience, competence, and performance criteria of the employees are the determinants for all kinds of evaluation processes of them. No employee is discriminated based on their gender, thoughts, and gender-based violence or discrimination are not tolerated, and every reported, suspected or observed issue is investigated and intervened.

VakıfBank sensitively approaches ensuring equality of opportunity in terms of recruitment processes, career development, promotions, work-life balance, remuneration and fringe benefits by being aware that gender equality is one of the cornerstones of sustainable development.

VakıfBank also supports the gender equality approach through its national and international collaborations. In this direction, VakıfBank is a signatory of the United Nations Women's Empowerment Principles (WEPs), which aims at gender equality

and women's empowerment, and participates in the Bloomberg Gender Equality Index (Bloomberg GEI). Furthermore, VakıfBank is a signatory to the Declaration of Equality at Work, prepared under the leadership of the Republic of Turkey, Ministry of Family, Labor, and Social Services in cooperation with the World Economic Forum (WEF).

This policy prepared in accordance with the general corporate strategy of VakıfBank, in line with the perspective of diversity, equality and inclusion, the Bank undertakes to:

- Promote equality, diversity, and inclusion in the workplace,
- Ensure and maintain balance of gender equality among its employees,
- Use a language of expression suitable for gender equality in internal and external communications of the Bank,
- Carry out gender-sensitive planning, strategy development, data collection and budgeting in its business processes,
- Implement measures to prevent gender-based discrimination and harassment,
- Develop the corporate culture through suggestion and complaint mechanisms and social gender equality practices and activities to be carried out through feedbacks from the Bank,
- Raise awareness among employees about gender equality and inclusion in business life,
- Observe a zero-tolerance approach against verbal, physical, sexual, psychological and/or emotional harassment, establish open communication mechanisms against all cases of harassment, investigate cases objectively and conclude them by applying necessary sanctions,
- Provide equal access to every employee for on-the-job trainings and promotion opportunities,
- Conduct recruitment processes through transparent mechanisms appropriate with the gender equality perspective, review employment practices and procedures if considered necessary,
- Take necessary precautions to prevent employees who are parents from being disadvantaged, develop processes to ensure the work-life balance,
- Implement corporate social responsibility activities supporting gender equality,
- Establish collaborations and partnerships with gender-equality institutions and

organizations, - Follow and comply with the declarations of the initiatives defending gender equality at national and international level,

- Ensure that the Gender Equality Policy is adopted by all its subsidiaries and business partners,
- Inform and encourage the sector and business partners on gender equality.

The Corporate Governance Committee, Human Resources Department and Corporate Development and Academy Department are responsible for monitoring, amending, improving, implementing, and executing the Gender Equality Policy of VakıfBank. The Board of Directors is authorized and responsible for approving the Policy.