I. PURPOSE AND SCOPE

The purpose of this policy is to set out the fundamental principles and guidelines covering all employees and operations of İş Enerji Yatırımları A.Ş. (the Company), a subsidiary of Türkiye İş Bankası Group, regarding its practices that promote gender equality in line with the principles of equal opportunities and diversity as set out in the Company’s Human Rights and Human Resources Policy.

II. DEFINITIONS

Gender equality refers to individuals being treated equally in all areas of public and private life, without facing discrimination on the basis of gender, and having equal opportunities and rights; it also encompasses their ability to participate in decision-making, to be empowered, to be represented, to develop their personal knowledge and skills, and to make choices. Unlike ‘sex equality’, which is defined by innate biological characteristics, ‘gender equality’ aims to achieve equality in social roles, encompassing the roles, responsibilities and behavioural expectations assigned to genders by society and acquired through socialisation.

III. FUNDAMENTAL PRINCIPLES

1. The company supports its initiatives on gender equality and women’s empowerment under the leadership of senior management, through participatory and inclusive efforts involving various disciplines.

2. The Company takes gender equality into account in all its activities and aims to create opportunities to raise awareness of the issue. It works to ensure that this approach is adopted by all stakeholders throughout the value chain.

3. The Company adopts equality as a fundamental principle in its conduct towards all employees. It rejects any attitude or behaviour that constitutes discrimination, deprivation or restriction—whether direct or indirect, based on gender—which prevents, eliminates or aims to prevent the recognition, exercise or enjoyment of human rights and fundamental freedoms.

4. The Company does not discriminate between female and male employees in all human resources management processes, including recruitment, career management, remuneration policy, promotion, performance measurement and evaluation, termination of employment and similar matters, and ensures equal opportunities. The Company adopts the principle of ‘equal pay for equal work’ as set out in the International Labour Organisation’s Convention No. 100 on Equal Remuneration.

5. The Company organises regular training activities to develop the competencies of all its employees, regardless of gender, and to enhance their personal development; it supports employees’ professional and personal development through continuous feedback. It organises awareness-raising training sessions on gender equality for employees.

6. The company safeguards the health, safety and well-being of all its employees, regardless of gender, whilst taking into account the differing demands and needs of women. It provides leave and fringe benefits to help employees achieve a work-life balance and adopts a family-friendly approach.

7. The company ensures equal access for women to senior management and decision-making processes. It maintains a balanced representation of women and men in management.

8. The company compiles shortlists of candidates that reflect gender diversity for appointments to managerial positions and ensures that managerial selections are made with due regard for gender equality.

9. The company does not tolerate any insinuations, comments or actions relating to gender-based violence or bullying against employees; it undertakes to investigate and intervene in every reported, suspected or observed incident.

10. The Company carries out initiatives specifically focused on women. It supports women's role in economic life through financial services as well as non-financial activities such as knowledge-sharing, training and partnerships.

11. The Company monitors the declarations issued by initiatives advocating for gender equality at national and international levels; it contributes to the advancement of gender equality practices by signing declarations that are aligned with its objectives and strategies, have a high impact and offer opportunities for development. It aims to establish collaborations and partnerships with civil society organisations, universities and private sector companies regarding activities related to steps to be taken towards gender equality.

12. In its internal and external communications, the company ensures that women and men are equally represented, benefit equally from resources and opportunities, assume roles on an equal footing, and that gendered language is scrutinised; it pays close attention to an inclusive positioning, language and visual usage that serves to mainstream gender equality. In its marketing and advertising activities, the company adopts an approach aimed at preventing gender discrimination.

IV. MONITORING/SUPERVISION

The implementation of this policy is carried out by the company's Managing Director and relevant departments under the supervision of Human Resources. Compliance with the provisions of the policy is audited as part of the internal audit process. The principles governing the implementation of action plans to address findings identified as a result of such audits are determined by Human Resources.

V. REVIEW

This policy is reviewed by the Human Resources Department at least once a year, in line with changes in requirements and operating conditions. Any updates and amendments deemed necessary come into force following approval by the Board of Directors upon the recommendation of Human Resources.

VI. ENTRY INTO FORCE

These principles shall come into force on the date of their approval by the Board of Directors.