



**ANADOLU HAYAT
EMEKLİLİK**

**Anadolu Hayat Emeklilik A.Ş.
GENDER EQUALITY POLICY**

July 2024

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1. Purpose and Scope

The purpose of this policy is to establish the fundamental principles and guidelines that encompass all employees and activities of Anadolu Hayat Emeklilik A.Ş. (the "Company") in line with the principles of equal opportunity and diversity outlined in the Company's Human Rights and Human Resources Policy. Unlike "gender equality," which is defined by inherent biological characteristics, "gender equality" here refers to the equality of societal roles, responsibilities, and behavioral expectations that are learned and assigned by society to different genders.

2. 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.

3. Fundamental Principles

- 3.1.** The Company supports its efforts towards gender equality and the empowerment of women under the leadership of senior management, bolstered by the inclusive and participatory work of various disciplines.
- 3.2.** The Company 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.
- 3.3.** The Company 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.
- 3.4.** The Company does not discriminate between female and male employees and considers equal opportunity in recruitment, career management, remuneration policy, promotion, performance measurement and evaluation, It upholds equal opportunity and applies a transparent and measurable system for compensation.
- 3.5.** The Company 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.
- 3.6.** The Company 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.
- 3.7.** The Company ensures equal access for women to senior management and decision-making processes. It monitors and strives to maintain a balance between men and women in management.
- 3.8.** The Company requires a gender-diverse slate of candidates for management roles and ensures that gender equality is considered in managerial selections.
- 3.9.** The Company 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.

3.10. The Company 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.

3.11. The Company 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

3.12. The Company 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.

3.13. The Company regularly discloses gender equality studies and publicly reports gender equality data.

4. Oversight/Monitoring

The execution of this policy is carried out by the relevant Company Divisions under the supervision of the Human Resources Committee. Compliance with the provisions of this policy is audited within the context of internal audit. The principles regarding the implementation of the action plans for the elimination of the findings determined as a result of the aforementioned audits are defined by the Human Resources Committee.

5. Review

At least once in a year, this policy is reviewed by the Human Resources and Training Department in accordance with the requirements and changing operating conditions. Required revisions and amendments go into effect with the recommendation of Human Resources Committee and the approval of the Board of Directors.

6. Enforcement and Publication

This Policy and any amendments to it come into effect on the date of approval. The Gender Equality Policy is published on the Company's corporate website.