



BLOOMBERG GENDER EQUALITY INDEX KPI LIST 2022

KPI	Answer (2022 data)	Supplementary Information	Source
Leadership			
1.1	Percentage of women on company board 9.09%	1/11 as of 31.12.2022 In 2023 the 9.09% ratio increased to 18,18% (2/11). The target is to increase this ratio to above 30%.	İşbank 2022 Integrated Annual Report , page 136 "Board of Directors"
1.2	Chairperson is a woman No		İşbank 2022 Integrated Annual Report , page 136 "Board of Directors"
1.3	Gender balance in board leadership 0%	Although there is no committee chaired by a woman at İşbank, there are women in the Board of Directors who are member of the Board Committees.	İşbank 2022 Integrated Annual Report , page 144-148 "İşbank Committees"
1.4	Chief executive officer (CEO) is a woman No		İşbank 2022 Integrated Annual Report , page 140 "Executive Board"
1.5	Woman chief financial officer (CFO) or equivalent Yes	Ms. Gamze Yalçın	İşbank 2022 Integrated Annual Report , page 140 "Executive Board" page 142-143 "Organization Chart"
1.6	Percentage of women executive officers 20%	3/15 as of 31.12.2022	İşbank 2022 Integrated Annual Report , page 140-141 "Executive Board"
1.7	Chief diversity officer (CDO) Yes	Deputy Chief Executive Mr. Ozan Gürsoy who is responsible for Human Resources Activities is also directly responsible for diversity and inclusion as CHRO. Moreover, Ms. Gamze Yalçın who is Deputy Chief Executive is appointed as CSO and CFO. Ms. Yalçın is responsible for sustainability activities of the bank which also include diversity and inclusion initiatives and acts as the sustainability leader.	İşbank 2022 Integrated Annual Report , page 142 "Organization Chart"
Talent pipeline			
2.1	Percentage of women in total management 42.58%	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.	İşbank 2022 Integrated Annual Report , page 121-122 "Equal Opportunity, Diversity and Gender Equality"
2.2	Percentage of women in senior management 15.75%	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.	İşbank 2022 Integrated Annual Report , page 122 "Equal Opportunity, Diversity and Gender Equality"
2.3	Percentage of women in middle management 41%	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.	ESG2022.pdf (isbank.com.tr) , page 1



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2.4	Percentage of women in non-managerial positions	57.28%	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end.	ESG2022.pdf (isbank.com.tr) , page 1
2.5	Percentage of women in total workforce	54.91%	Percentage of women in the total workforce, of the total number of company employees.	İşbank 2022 Integrated Annual Report , page 121-122 "Equal Opportunity, Diversity and Gender Equality"
2.6	Percentage of women total promotions	40.51%	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.	ESG2022.pdf (isbank.com.tr) , page 1
2.7	Percentage of Women IT/Engineering	34.57%	Percentage of women working in functional roles with IT (Information Technology) and Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.	ESG2022.pdf (isbank.com.tr) , page 1
2.8	Percentage of new hires are women	53.29%	Percentage of women new hires, of the total number of new hires.	ESG2022.pdf (isbank.com.tr) , page 1
2.9	Percentage of women attrition	52.24%	Percentage of women employees that left the company, of the total employees that left the company.	ESG2022.pdf (isbank.com.tr) , page 1
2.10	Time-bound action plan with targets to increase the representation of women in leadership positions	Yes	İşbank has the Board Diversity Policy. It is stated in the policy that İşbank aims to increase the rate of female members in the Board of Directors. In addition, İşbank is a member of "30% Club", a global campaign that encourages gender diversity at board and senior management levels. Moreover internal targets have been set regarding the ratio of women in senior managers.	İşbank 2022 Integrated Annual Report , page 121 "Equal Opportunity, Diversity and Gender Equality", "Our Gender Equality Strategy"
2.11	Time-bound action plan with targets to increase the representation of women in the company	Yes	The Bank's female workforce is 55%. Internal targets have been set to maintain this ratio.	ESG2022.pdf (isbank.com.tr) , page 1
Pay				
3.1	Adjusted mean gender pay gap	0%	At İşbank, employees in the same role, with the same seniority and at the same level are paid the same salary regardless of gender, and there is no "adjusted mean gender pay gap".	ESG2022.pdf (isbank.com.tr) , page 1
3.2	Global mean (average) raw gender pay gap	4.85%		İşbank 2022 Integrated Annual Report , page 122 "Equal Opportunity, Diversity and Gender Equality"
3.3	Time-bound action plan to close its gender pay gap	No	It is aimed to reduce the pay gap in İşbank by increasing the proportion of women in senior management.	İşbank 2022 Integrated Annual Report , page 122 "Equal Opportunity, Diversity and Gender Equality", "Equal pay for equal work"
3.4	Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes	The ratio of women in senior management is tracked as an internal key performance indicator at İşbank. Like the other KPIs, this ratio has also effect the compensation of the upper management.	ESG2022.pdf (isbank.com.tr) , page 1



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<i>Inclusive culture</i>				
4.1	Number of weeks of fully paid primary parental leave offered	16	Maternity leave is a total of 16 weeks, 8 weeks before and 8 weeks after birth.	ESG2022.pdf (isbank.com.tr) , page 1
4.2	Number of weeks of fully paid secondary parental leave offered	2	10 work days (2 week)	ESG2022.pdf (isbank.com.tr) , page 1
4.3	Parental leave retention rate	99.7%		İşbank 2022 Integrated Annual Report , page 122 "Equal Opportunity, Diversity and Gender Equality"
4.4	Back-up family care services or subsidies through the company	Yes	Child care services are provided to 36-72 months old children of female employees at the TUTOM location. In addition, the Bank provides special discounts to employees for child care services.	İşbank 2022 Integrated Annual Report , page 123 "Equal Opportunity, Diversity and Gender Equality", "Family-friendly employer"
4.5	Flexible working policy	Yes	İşbank considers the needs and expectations of its employees while maintaining its well-established employer brand. Thanks to its robust technological infrastructure, the Bank supports remote working and hybrid working models. The Bank's ever-increasing number of agile working groups also creates significant value for next-generation employees who desire a dynamic working life.	İşbank 2022 Integrated Annual Report , page 119 "The Future of Business and New Working Models"
4.6	Employee resource groups for women	Yes	Launched in 2022, the "Leader Women" Program aims to encourage active participation of women in management and to strengthen the participants' authentic and inclusive leadership skills. 123 female mid-level managers joined to the program and after a series of trainings in-class, they participated in experience-sharing groups to meet periodically throughout the year under the mentorship of experienced managers.	İşbank 2022 Integrated Annual Report , page 122 "Equal Opportunity, Diversity and Gender Equality", "Awareness for equity"
4.7	Unconscious bias training	Yes	İşbank implements gender equality practices covering all employees and activities in line with the principles of equal opportunity and diversity. Aiming to raise awareness on unconscious bias, the training, which includes gender equality and tools and methods to reduce discriminatory behaviors were discussed, was attended by 313 managers in December 2021 and 1,794 managers in 2022.	İşbank 2022 Integrated Annual Report , page 122 "Equal Opportunity, Diversity and Gender Equality", "Awareness for equality"
4.8	Annual anti-sexual harassment training	Yes	The preparation of the digital training "Sexual Harassment Awareness in the Workplace" started in 2022. As of this date, 1.534 employees have completed the training. The training is available 7/24 on the Bank's learning portal.	ESG2022.pdf (isbank.com.tr) , page 1