

TÜRKİYE HALK BANKASI A.Ş.
2023 BLOOMBERG GENDER-EQUALITY INDEX
GENDER REPORTING FRAMEWORK

QUESTION	FY 2022 ANSWER (01.01.2022-31.12.2022)	DEFINITION
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A. Leadership

1a	How many total directors are on the company's board?	9	Integrated Annual Report 2022 https://www.halkbank.com.tr/content/dam/halkbank/en/investor-relations/financial-information/annual-reports/2022-integrated-annual-report-1.pdf
1b	How many woman directors are on the company's board?	1	
1c	What percentage of the company's board is composed of women?	11.11%	Women represent 11,11% of the company's Board of Directors.
2	Is the company's current chairperson or equivalent position held by a woman?	No	
3	What percentage of the various committees of the board of directors chaired/co-chaired by a woman?	0%	
4	Is the company's current Chief Executive Officer (CEO) or equivalent position held by a woman?	No	
5	Is the company's current chief financial officer (CFO) or equivalent position held by a woman?	No	
6a	How many executive officers does the company have?	11	The total number of Board of Directors and Supervisory Board members.
6b	How many executive officers are women?	1	
6c	What percentage of the company's executive officers are women?	9.09%	Women represent 9,09% of the company's executive officers.
7	Is the company's current Chief Diversity Officer (CDO) or Chief Human Resources Officer (CHRO) position held by a woman?	No	

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B. Talent Pipeline			
8a	How many senior-level managers does the company have?	13	The number of senior-level managers is calculated as the total of the General Manager, Deputy General Managers, and Group Managers.
8b	How many senior-level woman managers does the company have?	0	
8c	What percentage of the company's senior management are women?	0%	
9a	How many senior level managers does your company have?	12	
9b	How many senior level woman managers does your company have?	0	
9c	What percentage of the company's senior level management are women?	0%	
10a	How many managers does the company have?	1,516	
10b	How many woman managers does the company have?	396	
10c	What percentage of the company's total management are women?	26.12%	
11a	How many middle or other level managers does your company have?	1,504	Total number of managers except executive officers and senior level managers.
11b	How many middle or other level woman managers does your company have?	396	
11c	What percentage of the company's middle or other level management are women?	26.33%	
12a	What is the number of employees work in non-managerial roles?	19,254	
12b	What is the number of woman employees work in non-managerial roles?	8,964	
12c	What percentage of the company's non managerial positions are women?	46.56%	
13a	What is the number of total employee workforce of the company?	20,781	
13b	What is the number of total woman employee workforce of the company?	9,361	
13c	What percentage of the company's total employee workforce are women?	45.05%	

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B. Talent Pipeline		
14a What is the number of total promoted employees of the company during the fiscal year?	2,350	
14b What is the number of promoted woman employees of the company during the fiscal year?	1,154	
14c What percentage of employees promoted during the fiscal year were women?	49.11%	
15a What is the number of employees working at the Information Technology (IT) and Engineering departments of the company?	1,132	
15b What is the number of woman employees working at the Information Technology (IT) and Engineering departments of the company?	414	
15c What percentage of the company's Information Technology (IT) and Engineering workforce are women?	36.57%	
16a How many employees were hired during the fiscal year?	1,102	
16b How many woman employees were hired during the fiscal year?	580	
16c What percentage of employees hired during the fiscal year were women?	52.63%	
17a How many employees left the company during the fiscal year?	656	
17b How many woman employees left the company during the fiscal year?	277	
17c What percentage of employees that left the company during the fiscal year were women?	42.23%	
18 Does the company publicly share a specific, time-bound action plan with targets to increase the representation of women in leadership positions?	No	
19 Does the company publicly share a specific, time-bound action plan with targets to increase the representation of women in the company?	No	

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C. Pay

20	What is the company's adjusted mean gender pay gap?	0	There is no gender pay gap between men and women doing equivalent work. Halkbank maintains pay data for all employees in its workforce.
21	What is the company's global mean (average) raw gender pay gap?	0	There is no gender pay gap between men and women doing equivalent work. Halkbank maintains pay data for all employees in its workforce.
22	Does the company share a publicly quantitative, time-bound action plan to close its gender pay gap?	No	
23	Is company's executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)?	No	

D. Inclusive Culture

24	What is the number of weeks of fully paid primary parental leave offered by the company?	16	
25	What is the number of weeks of fully paid secondary parental leave offered by the company?	1	
26a	What is the number of woman employees that used parental leave out during previous fiscal year?	555	FY2021
26b	What is the number of woman employees that return from parental leave out during the fiscal year?	540	
26c	What is the company's parental leave retention rate?	97.30%	
27	Does the company offer back-up family care services or child care subsidies?	No	
28	Does the company have flexible working policy?	No	
29	Does the the company have employee resource groups or communities for women?	No	
30	Does the company offer all employees unconscious bias training?	Yes	
31	Does the company require all employees to complete anti-sexual harassment training at least once a year?	Yes	

* All responses represent a minimum of 80% of the company's global workforce.