



# Board of Directors Diversity Policy

<b>Prepared by:</b>	Corporate Governance Committee
<b>Date of Approval:</b>	26.02.2021
<b>Approval Authority:</b>	Board of Directors
<b>Scope:</b>	Yapı Kredi Bank

In the case of any conflict Turkish version prevails

## **Board of Directors Diversity Policy**

### **1) Vision**

In the frame of the Bank's vision and mission gaining a long-term sustainable growth, creating value for every stakeholder; with the aim of being a first choice for customers and employees, having the principle of diversity and inclusion in the structure, promoting and sustaining a common company culture is one of the main goals of the Bank. Diversity on the age, gender, ethnicity, nationality as the strategic focus for the employee profile; it is also applied in the formation of the Board of Directors.

Providing social gender equality, coping with the gender biases, empowering position of women in business are the focus areas of the Bank. Particularly, inclusion and empowerment of women in business life are the concepts adopted by the Bank.

### **2) Board Appointment**

Principle of diversity and inclusion are prioritized in the process of Board appointments. Diversity in knowledge and professional experience of Board members, contributes mainly in the main operations and executing company activities more effectively.

In the appointment process, It is targeted to execute the diversity on the age, gender, ethnicity, nationality. Within this scope, out of the same skilled and experienced nominees, women nominees are prioritized. The final decision will be based on the contribution that the chosen candidate will bring to the Board.

### **3) Measurable Objectives**

During the Board appointments, along with basing on competencies, it is also important to creating a diversity in the Board. The Bank assures to create environment where Directors believe that their views are heard, their concerns are attended and any kind of biases, discrimination on any matter are not tolerated.

The Bank gives a great importance to gender equality, inclusion and empowerment of women in business life. Efforts on increasing the inclusion of the women in leadership roles is continuing and maximum efforts are given for increasing the ratio of the number of woman employees and women in management roles.

In the Board of Yapı Kredi Bank, it is aimed to reach the ratio of women members at least 30% within 5 years.

### **4) Monitoring**

BoD and Corporate Governance Committee are responsible for monitoring and reviewing the achievement of the measurable objectives set out in this policy.