

KPI	Definition	2022	Reference
<b>Leadership</b>			
<b>Percentage of women on company board</b>	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.	16.7%	Integrated Annual Report, Board of Directors, Page 38-43
<b>Chairperson is a woman</b>	Indicates whether the board chair, or equivalent is a woman.	No	
<b>Gender balance in board leadership</b>	Percentage of the various committees of the board of directors' chaired/co-chaired by a woman.	11.1%	Integrated Annual Report, Board of Directors and Committees, Page 54-67
<b>Chief executive officer (CEO) is a woman</b>	Indicates whether the chief executive officer (CEO), or equivalent, is a woman.	No	
<b>Woman chief financial officer (CFO) or equivalent</b>	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	No	
<b>Percentage of women executive officers</b>	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end.	7.7%	Integrated Annual Report, Executive Committee, Page 54
<b>Chief diversity officer (CDO)</b>	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end.	Yes Executive Vice President of Human Resources, Organization and Internal Services is responsible for Yapı Kredi's diversity initiatives.	<a href="http://yapikredi.com.tr/en/sustainability/human-resources-practices/diversity-and-gender-equality-programmes">yapikredi.com.tr/en/sustainability/human-resources-practices/diversity-and-gender-equality-programmes</a>

KPI	Definition	2022	Reference
<b>Talent Pipeline</b>			
<b>Percentage of women in total management</b>	Percentage of women in management who have senior-level, middle- or lower-level supervisory responsibilities of total management.	47.8%	Integrated Annual Report, Talented and Committed Employees, Page 225
<b>Percentage of women in senior management</b>	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.	22.2%	Integrated Annual Report, Performance Tables, Gender Diversity, Page 616
<b>Percentage of women in middle management</b>	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.	48.5%	Integrated Annual Report, Performance Tables, Gender Diversity, Page 616
<b>Percentage of women in non-managerial positions</b>	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.	68.4%	Integrated Annual Report, Performance Tables, Gender Diversity, Page 616
<b>Percentage of women in total workforce</b>	Percentage of women in the total workforce, of the total number of company employees.	61.4%	Integrated Annual Report, Performance Tables, Gender Diversity, Page 616
<b>Percentage of women total promotions</b>	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.	54.2%	Integrated Annual Report, Performance Tables, Number of Internal Promotions, Page 614

<b>Percentage of Women IT/Engineering</b>	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.	39.3%	Integrated Annual Report, Performance Tables Gender Diversity, Page 616
<b>Percentage of new hires are women</b>	Percentage of women new hires, of the total number of new hires.	57.1%	Integrated Annual Report, Performance Tables, New Employee Hires by Gender and Age, Page 615
<b>Percentage of women attrition</b>	Percentage of women employees that left the company, of the total employees that left the company.	60.5%	Integrated Annual Report, Performance Tables, Number of Employees Leaving Work, Page 615
<b>Time-bound action plan with targets to increase the representation of women in leadership positions</b>	<p>Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions.</p> <p>Employees in leadership positions (which may include management with senior-level responsibilities) or employees with supervisory responsibilities for one or more direct reports.</p>	Yapı Kredi set its target to increase the ratio of women directors serving on its Board of Directors to 30% by 2026.	Yapı Kredi Board of Directors Diversity Policy, Page 2
<b>Time-bound action plan with targets to increase the representation of women in the company</b>	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	Making gender equality a guiding principle also in its workforce, Yapı Kredi boasts the highest ratio of woman employees in its organisation in the Turkish banking sector. Hence, Yapı Kredi's strategy is to maintain this ratio in the future.	Integrated Annual Report, Talented and Committed Employees, Page 224-225

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<b>Pay</b>			
<b>Adjusted mean gender pay gap</b>	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	Not available	
<b>Global mean (average) raw gender pay gap</b>	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	27.1%	Integrated Annual Report, Performance Tables, Pay Gap Analysis, Page 616
<b>Time-bound action plan to close its gender pay gap</b>	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	Not available	
<b>Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)</b>	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity.	Yes	

KPI	Definition	2022	Reference
<b>Inclusive culture</b>			
<b>Number of weeks of fully paid primary parental leave offered</b>	<p>Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government).</p> <p>Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.</p>	16 weeks	
<b>Number of weeks of fully paid secondary parental leave offered</b>	<p>Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government).</p> <p>Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.</p>	1 week	
<b>Parental leave retention rate</b>	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.	96.2%	Integrated Annual Report, Performance Tables, Maternity Leave, Page 615
<b>Back-up family care services or subsidies through the company</b>	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees.	Yes	Integrated Annual Report, Talented and Committed Employees, Page 222-223

<b>Flexible working policy</b>	The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home).	Yes	Integrated Annual Report, Talented and Committed Employees, Page 222-223
<b>Employee resource groups for women</b>	Indicates whether the company has any employee resource groups or “Communities” focused on recruiting, retaining and developing women.	No	
<b>Unconscious bias training</b>	<p>Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors.</p> <p>Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions.</p> <p>Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.</p>	Yes	
<b>Annual anti-sexual harassment training</b>	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company’s anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.	Yes	