

MİLLÎ REASÜRANS TÜRK ANONİM ŞİRKETİ

GENDER EQUALITY POLICY

1. DEFINITION

Gender equality is the equal treatment of the individuals in all spheres of public and private life, with equal opportunities and rights without being exposed to discrimination on the basis of gender, to participate in the decisions, to be empowered, to be represented, to develop their personal knowledge and skills and make their own choices.

2. OBJECTIVE AND SCOPE

This policy, encompassing all employees and their activities, sets forth the responsibilities and principles of Millî Reasürans Türk Anonim Şirketi regarding to gender equality practices.

Millî Reasürans Türk Anonim Şirketi provides access to equal rights, opportunities and resources to all its employees without being exposed to gender-based discrimination within the scope of the principle that individuals in democratic societies are able to participate in all fields of social life without being exposed to any stereotyped limitation.

All employees are approached with the basic principle of equality in the areas of recruitment, cease of employment, training and performance, and support is provided to the development and advancement of our female employees in line with equal opportunity plans. It is also targeted to increase the number of female senior executives and to raise more female leaders.

3. PRINCIPLES

The studies related to gender equality are carried out by considering the following principles:

- To ensure the health, safety and welfare of all employees regardless of their gender,
- To act according to the policy of equal pay for equal work, to provide a working environment and practices which protect work-family life balance,
- To provide right to leave and benefits that shall help women to establish work-life balance in line with their varying demands and needs while ensuring the health, safety and welfare of all employees regardless of their gender, also, to organize activities such as training and experience sharing,
- To implement participative and inclusive studies for gender equality and women's empowerment and to announce said studies to all related parties both inside and outside the company,
- To provide equal access to women in senior management and decision-making processes, by considering the balance between men and women in management,
- To follow developments in the gender field and to share them with related parties,
- To provide all employees trainings on Gender Equality and to support especially women's participation in aforesaid trainings,
- To pay attention to gender equality in the texts and visuals used in all kinds of advertising activities of the Company,
- To establish a committee for implementing and monitoring the policies.

4. DUTIES AND RESPONSIBILITIES

- **Senior Management of the Company:** Responsible for providing a suitable working environment to ensure all employees are treated equally in all fields of business and private life, with equal opportunities and rights, regardless of their gender, that they participate in the decisions, become strong, are represented, develop their personal knowledge and skills without being exposed to discrimination on the basis of gender and it is responsible for managing and controlling the requirements of Gender Equality Policy, which have been created to carry out works related to empowerment of women and ensuring that basic principles to be complied within the scope of Gender Equality are notified to all related parties.
- **Ethics Committee:** Responsible for raising awareness on Gender Equality and forwarding feedbacks coming from Departments to senior management.
- **Department Directors:** Responsible for fulfilling the requirements of the Gender Equality Policy in the departments.
- **Company Employees:** Responsible for complying with and supporting the Gender Equality Policy, and informing the Ethics Committee in the event of any circumstances against equality occur in the matters included in the policy.
- **Internal Audit Directorate:** Compliance with the provisions of this policy is audited by Internal Audit Directorate.

5. REVISION

This Policy is reviewed at least once a year. Required revisions and amendments go into effect with the approval of the Board of Directors.

6. EFFECTIVE DATE

This policy was approved in the meeting of Board of Directors held on August 27, 2021 and numbered 1342 and became effective on the same date.