

## IC İBRAHİM ÇEÇEN YATIRIM HOLDİNG A.Ş.

### **GENDER EQUALITY POLICY**

As IC İbrahim Çeçen Yatırım Holding A.Ş. (IC Holding), we believe that gender equality is one of the most important elements of sustainable development and we strive to create a discrimination-free working environment for our personnel. Accordingly, we make every effort to develop gender-neutral approaches in recruitment processes, career development, promotions, work-life balance, remuneration and benefits.

As IC Holding, with this Gender Equality Policy, we adopt the principles below as a general framework:

- Promoting equal opportunities, diversity and inclusion,
- Taking gender equality issues into account in planning, data collection, strategy development and budget preparation activities' processes,
- Raising awareness on gender equality and inclusion in business life,
- Improving the corporate culture with gender equality practices and activities by collecting feedback from within the organization through suggestion and grievance mechanisms,
- Carrying out activities to prevent discrimination and harassment,
- Adopting a zero-tolerance approach to all forms of harassment (verbal, physical, sexual, psychological and/or emotional), ensuring that the communication mechanism for reporting harassment cases is established and the reported cases are concluded with objective evaluation and appropriate sanctions,
- Ensuring equal access to training and promotion opportunities for all employees,
- Establishing and continuously improving the appropriate mechanism to ensure that the gender equality perspective is reflected in recruitment processes in an appropriate and transparent manner,
- Ensuring that the principle of gender equality is adopted at all levels of the organization through trainings, awareness raising activities and social responsibility projects,
- Developing supportive processes for employees who are parents to balance work and private life,
- Developing approaches to ensure that all stakeholders act in line with IC Holding standards in the field of gender equality,
- In our sphere of influence, raising awareness of our suppliers in particular in a way that contributes to gender equality and planning joint projects,
- In order to take an active role in the work carried out for gender equality in Türkiye and in the world, engaging in collaborations and partnerships with different institutions and organizations, especially national and international public institutions and organizations, and supporting projects in this field.

**Objective of the Policy**

This policy aims to create a fair, non-discriminatory and gender-neutral working environment within the organization.

**Scope of the Policy**

This policy covers our employees, subcontractors, suppliers and local communities in the regions where we operate.

**Implementation of the Policy and Relevant Legislation**

This policy is committed to comply with and implement the applicable laws, regulations and principles within Türkiye. In the event that the region subject to the activity is outside the borders of Türkiye, the more restrictive of the policies and legislation will prevail, provided that compliance with the legislation applicable in that country is observed. In case of any incompatibility between the applicable legislation and this policy, IC Holding accepts that the applicable legislation will prevail.

**Enforcement of the Policy**

This policy is reviewed periodically and updated when deemed necessary. Directorate of Corporate Governance and Sustainability is responsible for updating the policy. The policy entered into force on October 24, 2022 upon the approval of the Board of Directors.

Murad BAYAR

CEO