

Gender Equality Indicators	FY2022	Additional Information
Percentage of women on company board	27.3%	3/11
Chairperson is a woman	No	-
Gender balance in board leadership	0%	-
Chief executive officer (CEO) is a woman	No	-
Woman chief financial officer (CFO) or equivalent	No	-
Percentage of women executive officers	23.50%	Executive officers consist of the following titles; CEO and EVPs, Head of Internal Systems.
Chief diversity officer (CDO)	Yes	At QNB Finansbank, HR Executive Vice President and Chairperson of the Sustainability Committee are our senior executives responsible for diversity and inclusion.
Percentage of women in total management	45.10%	Women in all manager-level roles/Total number of managers-level employees
Percentage of women in senior management	27.59%	Senior management consists of the following titles; C-Suite, Executive Management Team (CEO and EVPs, Head of Internal Systems), Directors.
Percentage of women in middle management	46.23%	Middle management consists of the following titles; Division Heads, Managers.
Percentage of women in non-managerial positions	58.87%	Non-managerial positions consist of all titles below manager.
Percentage of women in total workforce	57.70%	-
Percentage of women promoted of total promotions	62.22%	-
Percentage of Women IT/Engineering	35.90%	-
% Women of New Hires are woman	59.40%	-
Percentage of women attrition	56.52%	-
Time-bound action plan with targets to increase the representation of women <b>in leadership positions</b>	Yes	Our Gender Equality Guideline includes time-bound action plan to close our gender pay gap. We aim to reduce our pay gap ratio by 3.57% at the end of 2023 and by 7.40% in the following year by increasing the representation of women in management positions, and we will continue to decrease this ratio gradually through out the years. <a href="https://www.qnbfinansbank.com/medium/document-file-3722.vsf">https://www.qnbfinansbank.com/medium/document-file-3722.vsf</a>
Time-bound action plan with targets to increase the representation of women <b>in the company</b>	Yes	Our Gender Equality Guideline includes time-bound action plan to increase the representation of women positions in the company. <a href="https://www.qnbfinansbank.com/medium/document-file-3722.vsf">https://www.qnbfinansbank.com/medium/document-file-3722.vsf</a>
Global mean (average) raw gender pay gap	28.48%	-
Time-bound action plan to close its gender pay gap	Yes	Our Gender Equality Guideline includes time-bound action plan to close our gender pay gap. <a href="https://www.qnbfinansbank.com/medium/document-file-3722.vsf">https://www.qnbfinansbank.com/medium/document-file-3722.vsf</a>
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes	-
Number of weeks of fully paid primary parental leave offered	16 weeks	-
Number of weeks of fully paid secondary parental leave offered	2 weeks	-
Parental Leave Retention Rate	98.80%	-
Back-up family care services or subsidies through the company	Yes	Health support is provided for the relatives of QNB Finansbank employees. Health center and institution doctors provide health consultancy services and provide support and guidance for diagnosis and treatment. Support is provided for treatment expenses according to need, and it is possible to make an additional payment with the decision of the committee.
Flexible Working Policy	Yes	-
Employee resource groups for women	Yes	We have gender equality working groups.
Unconscious Bias Training	No	Unconscious bias training started to be provided to employees as of the beginning of 2023.
Annual anti-sexual harassment training	No	We plan to offer sexual harassment trainings to our employees in 2023.