

## Arçelik 2022 Gender Equality Report

In this report, Arçelik discloses its performance regarding 2022 in line with [Bloomberg Gender Equality Framework](#) published on August 2023. The coverage of employee related data is over 80 FTEs.

Key Performance Indicators	Arçelik 2022	Reference
<b>Leadership</b>		
Percentage of women on company board	%17	<a href="#">Arçelik 2022 Sustainability Report, page 17</a>
Woman chairperson	0	<a href="#">Arçelik 2022 Annual Report, page 10-11</a>
Percentage of the various committees of the board of directors co-chaired by a woman	25%. The number of board level committees are 4 and Gülay Barbarasoğlu is the Chairperson of the Risk Committee.	<a href="#">Arçelik 2022 Sustainability Report, page 17</a>
Woman chief executive officer (CEO)	0	<a href="#">Arçelik 2022 Annual Report, page 26-27</a>
Woman chief financial officer (CFO) or equivalent	0	<a href="#">Arçelik 2022 Annual Report, page 26-27</a>
Percentage of women executive officers	0	<a href="#">Arçelik 2022 Annual Report, page 26-27</a>
Woman chief diversity officer (CDO)	Yes, Culture and Leadership Development Director who reports to Chief Human Resources Officer (CHRO) has a main business function regarding company's DEI strategies. Additionally in 2022, a dedicated global team focusing on diversity, equity and inclusion (DEI) and a supervisory position was formed.	<a href="#">Arçelik 2022 Sustainability Report, page 23 and 114</a>
<b>Talent Pipeline</b>		
Percentage of women in total management	23%	<a href="#">Arçelik 2022 Sustainability Report, page 40</a>
Percentage of women in senior management	27%	<a href="#">Arçelik 2022 Sustainability Report, page 40</a>
Percentage of women in junior management	24%	<a href="#">Arçelik 2022 Sustainability Report, page 40</a>
Percentage of women in non-managerial positions	35%	-
Percentage of women in total workforce	27%	<a href="#">Arçelik 2022 Sustainability Report, page 40</a>

<p><b>Percentage of women total promotions</b></p>	<p>33%</p>	<p><a href="#">Arçelik 2022 Sustainability Report, page 209</a></p>
<p><b>Percentage of Women IT functions</b></p>	<p>25%</p>	<p><a href="#">Arçelik 2022 Sustainability Report, page 212</a></p>
<p><b>Percentage of women in new hires</b></p>	<p>41%</p>	<p><a href="#">Arçelik 2022 Sustainability Report, page 208</a></p>
<p><b>Percentage women attrition</b></p>	<p>28%</p>	<p>-</p>
<p><b>Time-bound action plan with targets to increase the representation of women in leadership positions</b></p>	<p>We aim to increase the representation of women in all management from 23% to 30%, women in top management from 27% to 32%, women in management in revenue generation functions from 19% to 25% by 2030. We also aim to assign three women directors in STEM-related departments by 2030.</p> <p>In 2022, we prioritized enhancing the visibility of women employees as role models and fostering attraction by featuring our women leaders as keynote speakers at university career activities. Additionally, we extended our support by sponsoring sessions that encouraged women in the STEM field at universities.</p> <p>Moreover, we have KPIs that we track to help increase the proportion of women in management. In 2022, the proportion of women in management positions in revenue generating functions (i.e. sales) was 19%, and we have 28% of women in all of our revenue generating functions.</p>	<p><a href="#">Arçelik 2022 Sustainability Report, page 40 and 116</a></p>

**Time-bound action plan with targets to increase the representation of women in the company**

We aim to increase the representation of women in total workforce from 27% to 35%, women in STEM related positions from 19% to 38% by 2030.

We have specific practices in our recruitment model to attract more women and to feed recruitment pipelines. We make sure that our job postings have inclusive and gender-neutral language by only including objective criteria, job description and avoiding discriminatory words. We have a recruitment plan to hire at least 50% women employees in order to reach our targets by 2030.

**WE-inTech:** As part of our Action Coalitions commitments, in 2019, we launched a program to encourage the next generation of women engineers and R&D professionals. The “WE-inTech” program has started to reach 3rd or 4th grade women university students to support their career development in R&D and innovation and to ensure their full and effective participation. In 2022, in the light of our Action Coalition commitment a global program was conducted and 44 women engineering students from Türkiye, Pakistan, South Africa and Romania participated in three-day webinar event, reaching 162 women students in total since 2019. Students will be evaluated for internships, and job opportunities in open roles for R&D and production technologies fields.

[Arçelik 2022 Sustainability Report, page 40, 85-86 and 116](#)

Pay		
<b>Adjusted mean gender pay gap</b>	<p>Average pay gap (women to men)* is 99.5% in 2022. For further details about salaries by level, please refer to page 214.</p> <p><i>* Percentage of compensation for women to men overall employees which is adjusted by level, role and location.</i></p>	<a href="#">Arçelik 2022 Sustainability Report, page 214</a>
<b>Global mean (average) raw gender pay gap</b>	<p>Global mean (average) raw gender pay gap** is 17% in 2022.</p> <p><i>** The mean compensation for women is subtracted from the mean compensation for men, and then divided by the mean compensation of the higher compensation.</i></p>	<a href="#">Arçelik 2022 Sustainability Report, page 214</a>
<b>Time-bound action plan to close its gender pay gap</b>	<p>After adhering to our recruitment policy, we persist in implementing our vision of gender equality. This involves prioritizing the rights and benefits of our women employees. At Arçelik, we compare the gender pay gap, the pay gap between woman and man employees, which are calculated based on top management/management/ non-management levels in 2022. Key Performance Indicators (KPIs) regarding pay equity are reviewed on quarterly basis. Performance review indicators are reviewed every year on our policies, procedures, documentations, targets, improvements, compliance related actions to ensure pay equity.</p>	<a href="#">Arçelik 2022 Sustainability Report, page 116</a>
<b>Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)</b>	<p>DEI transformation is the target included in the performance evaluation scorecards of CHRO, directors, managers and experts: with a KPI which is seamless execution of DEI roadmap based on defined actions</p>	<a href="#">Arçelik 2022 Sustainability Report, page 23</a>

<b>Inclusive Culture</b>		
<b>Number of weeks of fully paid primary parental leave offered</b>	Minimum standard of 16 weeks of fully paid maternity leave	<a href="#">Arçelik 2022 Sustainability Report, page 118</a>
<b>Number of weeks of fully paid secondary parental leave offered</b>	Minimum standard of 5 calendar days of fully paid paternity leave	<a href="#">Arçelik 2022 Sustainability Report, page 118</a>
<b>Percentage of women remained employed by the company 12 months after their return from parental leave</b>	84%	<a href="#">Arçelik 2022 Sustainability Report, page 213</a>
<b>Back-up family care services or subsidies through the company</b>	At Arçelik, we provide childcare allowance to our women employees in Türkiye and Pakistan.	<a href="#">Arçelik 2022 Sustainability Report, page 119-120</a>
<b>Flexible working policy</b>	Our Flexible Working Hours Program gives our employees the opportunity to manage their time according to their needs. In line with the program, employees can manage their own work schedule with the condition of being present at the workplace between 10 a.m. and 4 p.m. and working a minimum of 45 hours per week. In 2022, the total number of flexible working hours reached 675,829.	<a href="#">Arçelik 2022 Sustainability Report, page 134</a>
<b>Employee resource groups for women</b>	Our regional equal opportunities and inclusion support activities has continued in India, Bangladesh, Pakistan, the UK, Romania and Türkiye in 2022. Please visit the reference for further details.	<a href="#">Arçelik 2022 Sustainability Report, page 119-120</a>

<p><b>Unconscious bias training</b></p>	<p>In 2022, unconscious bias training was delivered to managers in China, Pakistan, Philippines, Thailand, and Italy. 149 managers completed the training. We aim to complete the deployment of this training to all managers in 2023 in the scope of our global DEI strategy.</p>	<p><a href="#">Arçelik 2022 Sustainability Report, page 118</a></p>
<p><b>Annual anti-sexual harassment training</b></p>	<p>To ensure compliance with the Global Code of Conduct, we created a comprehensive training program including face-to-face and online training for all employees globally. In 2022, we trained 17,150 employees on Global Code of Conduct. The training covers the Global Code of Conduct and Related Policies, including the fight against bribery and corruption, as well as the prevention of human rights violations and the prevention of discrimination and harassment, responsible purchasing, and conflict of interest.</p>	<p><a href="#">Arçelik 2022 Sustainability Report, page 105</a></p>