

	Ray Sigorta A.Ş. Sustainability Principles Compliance Report 2022	COMPLIANCE STATUS				EXPLANATION	REPORT / LINK REGARDING THE PUBLICLY DISCLOSED INFORMATION
		YES	NO	PARTIAL	NOT APPLI CABLE		
	A. General Principles						
	A1. Strategy, Policy and Goals						
A1.1	The preferred environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Board of Directors.			X		Some of the principles under the headings of Social Principles and Corporate Governance Principles included in the Sustainability Principles Compliance Framework are already covered by the existing Corporate Governance Principles of the Capital Markets Board, and our Company's compliance with these principles is presently disclosed in URF - Corporate Governance Compliance Report, and KYBF Corporate Governance Information Form, and under the title of Explanations as per Article 8-(1) of the Corporate Governance Communique no. 1.17 included in our Activity Report, all of which are published through PDP Platform	https://www.kap.org.tr/en/sirket-bilgileri/ozet/1063-ray-sigorta-a-s
	The ESG policies (e.g. Environmental Policy, Energy Policy, Human Rights and Labour Rights Policy) have been set out by the Board of Directors and disclosed to public.			X		Our policies published in the ESG field (Information Policy, Human Resources Policy, Wage Policy (for members of the Board of Directors), Ethical Principles Policy, Policy on Fight Against Bribery and Corruption) are approved by our Board of Directors. Additional policies and procedures shall be developed as needed.	https://www.raysigorta.com.tr/en/abotutus/investor-relations
A1.2	The short-term and long-term ESG goals have been disclosed to public.			X		Some of the principles under the headings of Social Principles and Corporate Governance Principles included in the Sustainability Principles Compliance Framework are already covered by the existing Corporate Governance Principles of the Capital Markets Board, and our Company's compliance with these principles is presently disclosed in URF - Corporate Governance Compliance Report, and KYBF Corporate Governance Information Form, and under the title of Explanations as per Article 8-(1) of the Corporate Governance Communique no. 1.17 included in our Activity Report, all of which are published through PDP Platform	https://www.kap.org.tr/en/sirket-bilgileri/ozet/1063-ray-sigorta-a-s https://www.kap.org.tr/tr/cgif/4028e4a241733d4201417ddf67f8288c
	A2. Execution/Supervision						
A2.1	The committees and/or boards responsible for the supervision of ESG policies and the seniors directors to execute the ESG issues have been disclosed to public including their duties.			X		It is planned that the works required under the Sustainability Principles Compliance Framework are monitored by the Investor Relations Department to ensure they are performed in accordance with the activities of our Company and such works are reported to senior management	Annual Report Corporate Governance and Sustainability Principles Compliance Reports
	The activities carried out within the scope of the policies by the responsible committee and/or department have been reported to the Board of Directors at least once a year	X				It is planned that these are monitored by the Investor Relations Department and are submitted to senior management.	Annual Report Corporate Governance and Sustainability Principles Compliance Reports
A2.2	The action plan in accordance with the ESG goals have been formed and disclosed to public.		X			Thanks to the awareness of this issue , maximum effort will be put to comply with these goals as our company's principal shareholder VIG has been publishing Sustainability Reports since 2016.	
A2.3	The key performance indicators regarding the ESG and the achievement rates per years have been disclosed to public.		X			ESG key performance indicators have not been defined.	
A2.4	The improvement activities for sustainability performance regarding business processes or product and services have been disclosed to public.		X			Company departments conduct activities to improve sustainability performance of business processes or product and services, and they plan solutions in line with existing conditions.	
	A3. Reporting						
A3.1	The annual report covers the sustainability performance, KPIs and actions understandable, right and qualified.		X			It is intended to publish the disclosures relating to compliance with the principles set down in Sustainability Principles Compliance Framework in the annual activity report, and if any material change occurs in the aforesaid disclosures during the relevant period, to disclose said changes in the interim activity periods.	

A3.2	The information on the activities implemented in line with the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to public.		X			Works on information about which of the United Nations 2030 Sustainable Development Goals are related to the sustainability activities are ongoing.	
A3.3	The lawsuits in progress against the Company regarding the ESG issues that affect the material business lines and the legal sanctions in regard of the sustainability policies have been disclosed to public.				X	There is no lawsuit commenced against the Company regarding the ESG issues.	
A4. Verification							
A4.1	The KPI measurements have been verified by an independent third and disclosed to public.		X			No verification service is received in relation to sustainability. Procurement of verification service is planned upon systematization of sustainability activities and works.	
B. Environmental Principles							
B1	The company has disclosed its policies and practices on environmental management, action plans, environmental management systems (known as ISO 14001 standard) and programmes.				X	Ray Sigorta A.Ş. acts in full compliance with the laws and other regulations pertaining to environment to the extent they are related to its fields of activity and its business processes. To this end, with a view to assuring compliance with the environmental management practices, a waste management policy is created and being applied. In accordance with zero waste regulation, paper, plastic, metal, glass, battery and electrical-electronic wastes are segregated at their sources and are delivered to recycling firms.	Annual Report Strategy and Communication Directorate
B2	The scope, period, date and the constraints of conditions of the environmental reporting regarding environmental management have been disclosed to public.				X	Ray Sigorta A.Ş. acts in full compliance with the laws and other regulations pertaining to environment to the extent they are related to its fields of activity and its business processes. To this end, it is conducting its insurance and underwriting policies in strict compliance with its "Climate Change Strategy Regulation" document approved also by the Company's Board of Directors. Through projects conducted jointly with WWF, actions are taken in order to raise awareness of employees on the use of natural resources.	Annual Report Strategy and Communication Directorate
B3	Given in A2.1.						
B4	The environmental KPIs counted for remuneration criteria for stakeholders (e.g. board members, executives and employees) within frame of the performance incentives have been disclosed to public.		X			Currently, there is no such activity.	
B5	The integration of the environmental difficulties, which are preferably determined, with the business goals and strategy have been disclosed to public.		X			Our environmental activities are implemented by remaining loyal to the principle of efficiency and in parallel with all our goals and objectives; process planning is carried out in a manner that ensures minimum impact to the environment	
B6	Given A2.4.						
B7	The integration of environmental management issues covering the customers and suppliers throughout the value chain of the company including the operational process with the business model and strategy have been disclosed to public.		X			Our environmental activities are implemented by remaining loyal to the principle of efficiency and in parallel with all our goals and objectives; process planning is carried out in a manner that ensures minimum impact to the environment.	
B8	The cooperation with the non-governmental organizations and the environmental institutions and taking (or not) a part of the policy-making processes with those institutions have been disclosed to public.		X			While the company does not directly take part in policy making processes in environmental issues, it complies with national policies.	Annual Report Strategy and Communication Directorate
B9	The environmental figures (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and waste water management, waste management, biodiversity impacts) and the environmental impacts have been disclosed to public with periodic comparison.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B10	The standard, protocol, methodology and the base year details for collection and calculation of the data have been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B11	The comparable increase or decrease rates with the previous years have been disclosed to public in the current period's report.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	

B12	The short-term and long-term targets are determined to decrease the environmental impacts; the called targets and the progress status in comparison to the previous years' targets have been disclosed to public.		X			Ray Sigorta A.Ş. acts in full compliance with the laws and other regulations pertaining to environment to the extent they are related to its fields of activity and its business processes. To this end, a Climate Change Strategy Policy is prepared, and then approved by our Company's Board of Directors.	
B13	The strategy for fight against climate crises is set out and the action plan has been disclosed to public.		X			Ray Sigorta A.Ş. acts in full compliance with the laws and other regulations pertaining to environment to the extent they are related to its fields of activity and its business processes. To this end, a Climate Change Strategy Policy is prepared, and then approved by our Company's Board of Directors.	
B14	The programmes or procedures to prevent or to decrease to the minimum level of the negative environmental effects of the products and/or services have been disclosed to public.				X	Ray Sigorta A.Ş. acts in full compliance with the laws and other regulations pertaining to environment to the extent they are related to its fields of activity and its business processes. To this end, a Climate Change Strategy Policy is prepared, and then approved by our Company's Board of Directors.	
	The actions taken to make the third parties' (e.g. supplier, subcontractor, dealer, etc.) decrease their greenhouse gas emission figures have been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B15	The environmental benefits/gainings and cost savings provided by the initiatives/projects to decrease the environmental impacts have been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B16	Energy consumption (natural gas, diesel, gas, LPG, coal, electricity, heating, cooling, etc.) figures as Scope-1 and Scope-2 have been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B17	The information about the produced electricity, heat, steam and cooling for the reporting period have been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B18	The actions taken to increase renewable energy consumption, transit to zero or low carbon electricity have been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B19	The renewable energy production and consumption figures have been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B20	Energy productivity projects have been carried out and the decrease rates on energy consumption and emission based on those projects have been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B21	Water consumption, underground or aboveground drawn water, recycled or discharged water figures, sources and procedures have been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B22	It has been disclosed to public if the operations or activities included to any carbon pricing system (Emission Trading System,				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B23	The information on accumulated or purchased carbon credit in the reporting period has been disclosed to public.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B24	The details have been disclosed to public if there is a carbon pricing mechanism at the company.				X	In terms of its fields of business, our Company is not directly related to the standards on environmental issues.	
B25	The platforms, which the environmental figures of the company are announced, have been disclosed to public.		X				
C. Social Principles							
C1. Human Rights and Labour Rights							
C1.1	The Human Rights and Labour Rights Policy has been set out covering the United Nations Universal Declaration of Human Rights and the International Labour Organization principles, the responsible directors for execution of the policy are assigned and disclosed to public.	X				The Company acts in full compliance with the Labor Act. It has procedures and practices in accordance with the Labor Act.	Annual Report Human Resources
C1.2	The labour rights policy covers the fair workforce, improving work conditions, women's employment and inclusion (no discrimination on gender, race, religion, language, marital status, ethnicity, sexual orientation, gender identity, family responsibilities, trade union activities, political view, disability, social and cultural differences, etc.) considering the supply and value chain impacts.	X				Equality of opportunity is provided in recruitment processes. Our Companies KPIs also include goal/goals with regards to equality at work.	Annual Report Human Resources

C1.3	The measures taken throughout the value chain to watch over the susceptible segments to certain economic, environmental, social factors (e.g. low income group, women, etc.) or minority rights/opportunity equality.	X				Diversity and equality of opportunity is achieved by placing an emphasis on the employment of women and youth and observing their rights.	Annual Report Human Resources
C1.4	The preventive and improver practices on discrimination, inequality, human rights violation, forced labour, and child labour have been disclosed to public.	X				Equality of opportunity is provided in recruitment processes. Our Companies KPIs also include goal/goals with regards to equality at work.	Annual Report Human Resources
C1.5	The labour rights policy covers investment in employees (training, improvement policies), remuneration, side rights, right to unionize, work/life balance and skill management issues.	X				As a result of an evaluation of strong corporate culture and employee satisfaction conducted by the Great Place to Work Institute in 2019, the Company obtained the Great Place to Work Certificate. Additionally, in 2020, our Company was included in the List of Best Employers of Türkiye also prepared by Great Place to Work Institute.	Annual Report Human Resources Marketing and Business Development Directorate
	The mechanism regarding the employee complaints and the dispute resolution process is determined.			X		As a result of 'trust index' analysis measuring the trust of employees to the Company, and 'workplace culture' analysis covering the human resources applications adopted by the Company, both performed in 2019 by Great Place to Work Institute, which conducts studies and researches for reinforcement of corporate culture and formation of best workplaces all over the world since more than 30 years, our Company is found eligible to be named as "Great Place To Work Certified" on 18.11.2019. In the "Best Employers of Turkey" Survey organised for the eighth time in 2019, our Company has been selected as one of the best employers, and in the survey which it participated for the first time, it has been named as the "Best Employer of Turkey" as of 21.04.2020.	Annual Report Human Resources Strategy and Communication Directorate
	The reported employee satisfaction activities in the period have been disclosed to public.	X				Through its Flexible Fringe Benefits Program Allray't, various different fringe benefits from private pension to health insurance, from shopping to travel are presented in the choice of our employees. Through its Employee Support Program Avita, 7/24 consulting and information services are provided by specialists to employees and their family members sharing the same home with them on various issues and subjects such as healthy nutrition, psychological counseling and guidance, technologic support, social life, and lumbago, neck and back pains which may create stress on individuals and may be needed to be researched and learned. Taking the periodical needs of employees into consideration, special gift boxes are sent to employees so as to raise their motivations in their busy work schedules.	Annual Report Human Resources Strategy and Communication Directorate
C1.6	Occupational Health and Safety Policy has been set out and disclosed to public.	X				Occupational Health and Safety policies are formed and issued. Within our Company's organization, an Occupational Health and Safety Committee is established, and this Committee regularly meets with participation of Occupational Health and Safety Advisor, Employer's Representative and in-house doctor of our Company, in order to review the practices. Measures taken for protection against work accidents and for protection of health, as well as accident statistics are recorded and documented.	Annual Report Human Resources Strategy and Communication Directorate
	The measures taken to prevent the work accidents, health protection and accident statistics have been disclosed to public.		X			Occupational Health and Safety policies are formed and issued. The measures taken to prevent work accidents and to protect health are recorded along with accident statistics.	
C1.7	Protection of the personal data and information security policy has been disclosed to public.			X		Personal data protection and Information Security Management System policies have been established. Our company has ISO 27001 certificate. The processes regulated by these policies are redesigned to the extent required by business processes and additional documentation is required when necessary	https://www.raysigorta.com.tr/en/about-us/legalinformation
C1.8	Code of Ethics has been set out and disclosed to public.	X				An ethics policy is formulated. It is both shared with our customers, suppliers and employees, and published in our internet site.	https://www.raysigorta.com.tr/en/about-us/investorrelations Code of Ethics
C1.9							

C1.10	The informative meetings and training programmes on ESG practices organised for the employees		X			It is planned that informative meetings and training programs are organized to inform employees about the ESG policies and practices	Annual Report Human Resources
C2. Stakeholders, International Standards and Initiatives							
C2.1	Customer satisfaction policy covering the management and solution of the customer complaints has been set out and disclosed to public.	X				Our Company attaches utmost importance to this issue. It ranked among the top three in non-life insurance category in the customer experience index study of Şikayetvar.com in 2020 and won the A.C.E (Achievement in Customer Excellence) Award.	Annual Report
C2.2	The information on communication with the stakeholders (whom, topic ve frequency) has been disclosed to public.		X			Our Company handles its communications with its stakeholders continuously and transparently within the frame of its Corporate Governance Principles. In line with the development of its business activities, our Company will formulate and publish policies for communication with other stakeholders as well, within the frame of same principles.	
C2.3	The international reporting standards adopted have been disclosed to public.				X	It is irrelevant in terms of the current situation and coverage of our Company's activities.	
C2.4	The adopted principles, being a signatory or a member of an international institution, or committee on sustainability have been disclosed to public.				X	It is irrelevant in terms of the current situation and coverage of our Company's activities.	
C2.5	Improvement activities have been realized to be included Borsa İstanbul Sustainability Index and/or international index providers' sustainability indices.				X	It is irrelevant in terms of the current situation and coverage of our Company's activities.	
D. Corporate Governance Principles							
D1	It has been consulted with the stakeholders regarding the determination of the sustainability measures and strategy.			X		Within the frame of reporting of compliance with the Corporate Governance Principles, information on relations with stakeholders is included in our activity report, URF- Corporate Governance Compliance Report, and KYBF- Corporate Governance Information Form.	Annual Report Corporate Governance and Sustainability Principles Compliance Reports
D2	CSR projects, awareness activities and training programs have been realized to increase awareness of sustainability.	X				We continued providing both physical and online support to social issues in 2022; we value and encourage individual participation in social support and aid projects. We continued to show the importance attached to the equality of opportunity in education with our support given to Darüşşafaka Society for long years. We said, "If it is for education, we run to help", and we took our place in the 44 th Istanbul Marathon to support quality education for our brothers and sisters at Darüşşafaka! At the end of the donation campaign, our General Manager Koray Erdoğan became the top fundraiser while Ray Sigorta was the 2 nd institution collecting the highest donation. Having won 4 medals at the marathon, we took justified pride in being able to meet the education expenses of a total of 9 students.	Annual Report Strategy and Communication Directorate