

Gender & Opportunity Equality

GRI 2-19, GRI 2-20, GRI 3-1, GRI 3-2, GRI 3-3, GRI 401-3, GRI 405-1, GRI 405-2



IN 2022, MIGROS WAS ENTITLED TO BE INCLUDED IN THE BLOOMBERG GENDER-EQUALITY INDEX, ONE OF THE INTERNATIONAL INDICES.

Performance Indicator	Target		2022 Performance	Status by Target	Base Year / Status
	Year	Target			
Female ratio among Directors and Higher Level Executives	2023	23%	20%	In progress	2019/18%
Female ratio among Top Management (Chief Executive Officer and direct reports)	2026	27-33%	27%	In progress	2018/15%
Female Executive Rate	2027	35%	32%	In progress	2019/28%

Regarding it as a key element of its corporate culture, Migros makes gender & opportunity equality a high-priority issue in the conduct of its operations. When supporting the occupational and personal development of its employees, Migros is especially mindful of gender equality. Believing that growth and development can be successful only through the involvement of everyone, Migros maintains its leading position among all its stakeholders as an exemplary female-friendly company. Through both its policies and its practices, Migros encourages women to be economically productive and self-actuating, to play more active roles in business and society, and to strengthen their presence in social life.

As set forth in **Migros Human Rights & Equal Opportunity Policy** , and **Gender Equality and Inclusion Policy** , supporting women's participation in the workforce and formal economy as well as social gender equality and undertaking and contributing to projects with the same aims are top-priority issues on its corporate agenda. In addition, as an indicator of the importance that Migros attaches to gender equality ; In 2022, Migros was entitled to be **included in the Bloomberg Gender-Equality Index**, one of the international indices.

In the 2022 edition of the Women Friendly Companies survey conducted by Capital magazine to draw attention to the importance of empowering women in work and business life, **Migros placed 3. in the journal's "Top 100 Women Friendly Companies"** list of employers with the most women on their payroll "on account of an outstanding corporate culture that results in the employment of 18,070 women directly and another 24 thousand indirectly."

The performance cards of our Executive and Manager Level Human Resources Business Partners contain the goal of increasing our female executive ratio. These targets, which have a share of 3-4% among all targets, directly affect the annual performance bonuses. Migros gives importance to

FEMALE
EXECUTIVE
RATIO 32%
(2022: +2 points)



MIGROS IS AMONG
THE COMPANIES THAT
CREATED THE HIGHEST
FEMALE EMPLOYMENT IN
TÜRKİYE AND RANKED 3.
IN THE LIST OF
**"TOP 100 WOMEN
FRIENDLY COMPANIES"**.

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women's participation in management, seeks to increase the number of women with managerial responsibilities, and strives to achieve gender parity when recruiting for management positions. In 2022 the ratio of female executives the company's increased by 2 points to 32%. Migros has committed itself to raising this to 35% by 2027. As a result of progress made towards having at least 1 female manager in every store, the percentage of such stores also increased by 2 points in 2022 and now stands at 50%. 1,321 company-owned stores now have at least 1 female manager. 318 stores are managed completely by female labor. 33% of Migros employee who were promoted to a higher position in 2022 were women.

Migros has been a signatory to the **LEAD Network EU CEO Pledge** since 2020 and its commitments under that pledge inform the company's gender-equality policy. In 2019, the ratio of female directors and higher executives was 18% at Migros and the company committed itself to **increasing that to 23%** by end-2023. In 2022 the percentage reached 20%. 12 out of 61 directors and higher executives are women. Our Board of Directors signed a commitment of increasing female representation ratio in our senior management consisting of the Chief Executive Officer and direct reports to 27-33% by 2026. As of end-2022, we have 3 females out of 11 people representing the Chief Executive Officer, other C-Suites and the directors directly reporting to the CEO. (27%)

Migros is a signatory to The Women's Empowerment Principles (WEPs). Migros ranks 2. in Capital magazine's list of Türkiye's **"100 Women Executive Friendly Companies"**.

Our Internal Practices for Gender Equality

Because social gender equality has an important place in its corporate culture and also in view of the responsibilities which that entails, Migros adheres to practices and undertakes sustainable projects that will foster a climate of gender & opportunity equality throughout the company. In order to assist these efforts, in 2022 the company launched the Migros **"We Are Different / We Are Equal"** program whose aim is to promote in-house gender equality and increase awareness of gender-equality issues through the deployment of such tools as training, videos, webinars, and bulletins. Through **Orange Break** sessions and interactive/distance training sessions that deal with gender-neutral concepts in detail, all Migros employees are made aware of the gender-neutral behavior which the company expects of them within the workplace. In addition to this, the company has also created a wide range of "Social Gender Equality" training resources whose aim is to strengthen gender equality in general both as a key element of its corporate culture and in the public space. Besides being provided to existing personnel, this training is especially given to newly-hired ones because the company wants to make certain that newcomers understand the importance that Migros attaches to gender equality and are equally sensitive about it at the workplace from the very outset.

2ND

PLACE

MİGROS RANKS 2. IN CAPITAL MAGAZINE'S LIST OF TÜRKİYE'S "100 WOMEN EXECUTIVE FRIENDLY COMPANIES".



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In line with this, the Migros orientation program includes 2 online-learning social gender equality training modules. The first of these is **“Valuing equality”**, a series of interactive training videos in which journalist and educator Melike Ilgün presents and discusses the basic principles of social gender equality and their implications.

Also, social gender equality video series was commissioned by Migros of a psychotherapist whom the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) has designated a “Gender Equality Champion”. This series draws employees’ attention to how societal concepts having to do with gender impact our lives, our physical behavior, our feelings, our aspirations, and our experiences both inside and outside the home.

In 2022, 9,419 Migros employees attend the social gender equality awareness training which the company makes available online to deter gender-based discriminatory behavior.

Migros seeks to do more than just increase gender equality awareness however; it also engages in meaningful efforts to promote gender-neutral behavior, which it does in several ways. Out of its belief in the power of learning from one another for example, Migros supports its own **Gender Equality Ambassadors**—employees who voluntarily promote gender-neutral behavior. Another example is the **Migros Women’s Leadership Development Program**, which sets out quantifiable targets for increasing the percentage of women employed at every level throughout the company as well as providing training, development, and coaching resources for achieving them. Among these resources is a series of webinars presented by the company’s female leaders that are

designed to encourage, motivate, and inspire women who are Migros store managers to seek positions of greater responsibility in the company’s organization. The Migros Women’s Leadership Development Program also benefits from LEAD Network coaching resources. Migros women’s leadership coaches also conduct webinars that focus on the qualities and competencies such as personal branding, emotional agility, perception management, target-focus, courage, and self-confidence that are needed to undertake a career in management. This series of 16 webinars has been accessed by 212 people.

In the conduct of its social gender equality activities, Migros also benefits from the services of a consultant who is a specialist in dealing with such matters. Employees’ questions about gender equality are answered by this consultant and shared with our employees via video every 2 months.

Migros has begun publishing monthly **“I Heard That (Haberim Var)”** equal-treatment bulletins to keep its employees properly informed about the company’s efforts to deal with such matters. **An Equality Workshop** was organized and attended by a representative cross-section of Migros employee selected from employees across the country. After this workshop online social gender equality meeting in which Migros director and higher level executives took part.


Gender equality working groups have been formed under the Migros HRF5 project, which brings together various company units including Human Resources, Corporate Communication, and Migros Retail Academy. These groups’ project teams meet once a week and work on their respective projects. Under the heading of awareness-creation, various programs are conducted

GENDER EQUALITY TRAININGS FOR 9,419 EMPLOYEES

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in conjunction with appropriate days, occasions, and observances to enhance gender-equality process-ownership among employees. On the occasion of the **International Day for the Elimination of Violence Against Women** for example, the company promoted gender-equality on social media with the **#migrosuturuncuyaboya** hashtag and encouraged its employees to wear the observance's hallmark color orange as a sign of their support and share photographs of themselves doing so through Migros Sosyal (msosyal.com social media website). Believing that violence of every sort is a violation of human rights, Migros has formulated and shared with its employees its **Workplace Policy on Domestic Violence & Abuse** , whose aims are to create domestic violence awareness among all employees, foster a workplace environment that has no tolerance whatsoever for violence in any form, and to make those who are the victims of such abuse aware of what they can do about it.

An “**Inequality-Based Violence Against Women**” webinar that Migros organized on the occasion of November 25 International Day for the Elimination of Violence Against Women was attended by 110 employees. This was followed up by another webinar conducted in partnership with L'Oréal under the “**Stand Up - Against street harassment**” program. One session of this webinar in which psychologists took part was attended by 70 employees; another, which explored the issues of equality and justice from the standpoint of human rights, was attended by 238 employees.

A donation was made to the **Purple Roof Women's Shelter Foundation** in the name of all Migros employees. As an expression of appreciation, a collage thanking them for their solidarity in combating violence against women was made from 165 November 25 Orange-themed photographs.

In addition to social gender equality training, store and administrative-unit management employee are given training on how to conduct **gender-neutral interviews**. This training, which focuses on the principles of inclusiveness and equality with which those interviewing prospective new hires identified by HR teams should abide, likewise makes it clear that no questions of a discriminatory or sexist nature may be asked during job interviews; neither may they be used as criteria for dismissing a candidate. Company-supplied video-based training provides executives with clues about how to avoid gender-discriminating questions and dialogues. These videos have so far been viewed by 405 Migros employees.

Because of the importance Migros gives to women's career development and its sense of responsibility for empowering women it work and social life, Migros conducts and supports programs which address issues that are of interest or concern to them and which encourage and empower their presence in both. One of these is **Million Women Mentoring**, a Migros-supported program whose aim is to provide mentoring resources to a million young women 25 years of age or less who are pursuing careers in STEM (Science, Technology, Engineering, or Mathematics) by bringing them together with sectoral leaders on a digital platform.

Through its **GATEM Butcher Training Program**, Migros trains butchers for employment in its stores in all 81 of Türkiye's provinces and in its meat processing plants. Only 1% of professionally-licensed butchers in Türkiye are women; among those currently employed as butchers by Migros, 7.7% are.

WOMEN BUTCHER RATE 7.7%

%7.7 OF MİGROS' BUTCHERS ARE WOMEN
WHICH TRAINED THROUGH GATEM BUTCHER
TRAINING PROGRAM



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Migros adheres to a strictly gender-neutral remuneration policy that is equally applicable to all of its employees. No gender-based distinctions whatsoever with respect to the salaries or benefits provided to employees with similar levels of performance. Migros' remuneration policies and practices applicable to key positions and administrative employee are informed by the findings of Korn Ferry's remuneration market data. When determining remuneration policy, outsources professional advice and strives to achieve and maintain a salary & compensation system that is fair and balanced for all concerned. Detailed information about Migros' remuneration system is provided in its **Human Resources Policy** and **Remuneration Policy**. For the benefit of its employees, the company also publishes **Orange Book**, a guide that provides everyone with transparent information about Migros' remuneration system. All Migros employees are offered with the fringe benefits under the company's collective labor agreement. Migros' store employee (blue-collar) are paid hourly wages and store administrative employees (white-collar) are paid monthly salaries. In addition, their fringe benefits and salary ranges are determined referring to the market data and standards based on job, family, and level basis. No such entitlements or benefits however are ever determined in any way that is not completely gender-neutral or otherwise nondiscriminatory. Migros' policies and standards allow no gender difference in any aspect. Salary assessments for all Migros employees were made in 2022 and increased on the basis of the determined criteria above.

Detailed information about female employee percentages broken down by position level and responsibility is provided in the “**Annexes**” section of this report.

Our Works for Mothers and Expectant Mothers

Happy Mother (Mutlu Anne) is the name of a program that Migros has been running since 2020 through which the company provides pregnant women employed by the company with video and other training resources informing them about such matters as healthy nutrition and prenatal care as well as about maternity leave, return-to-work, and other associated rights. **706 Migros expectant mothers took part in this program during 2022.** Upon entering the program, an expectant mother is registered and sent a congratulatory message after which her progress through the successive stages of pregnancy is tracked. Program participants are regularly reminded of their legal rights during the pregnancy. The Happy Mother program does not end with birth but continues into the postnatal period with the company providing new mothers with ongoing support dealing with such matters as healthy nutrition and child development etc. To help those returning from maternity leave contend more effectively with the issues that may confront them, Migros has consulted pedagogues and put together a course of distance-learning parental-training resources that support new mothers and fathers as their offspring advance through the 0-12 age groups.

While supporting Migros' pregnant employees with online training resources dealing with a variety of issues ranging from proper nutrition to healthy child development and effective parenting through the Happy Mother program, the Migros **Happy Family** program continues the process by also engaging with fathers and providing them with awareness and behavior training addressing such matters as being a good parent, supporting their spouse and caring for children.

HAPPY MOTHER PROGRAM

MİGROS SUPPORT NEW MOTHERS ON THIS JOURNEY THROUGH THE HAPPY MOTHER PREGNANCY TRACKING SYSTEM.



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22,705 of the 69,652 videos covering 32 issues planned for inclusion in the Happy Mother Program have been completed and are now accessible online. This content has been viewed by 9,546 new and prospective parents. After the baby is born, the parents receive a congratulatory message and a package of infant-care products. Pregnant Migros workers who are required to wear uniforms when on the job are provided with garments specially designed to allow them to work more comfortably. The healthcare insurance package which Migros makes available to its personnel includes prenatal and postnatal coverage. Nursing mothers employed at Migros headquarters have access to specially allocated nursing rooms; female employees' locker rooms in stores are laid out so as to make them usable by nursing mothers. Minies Gift Pack is identified to new mothers' Migros Money Cards which includes diapers, baby shampoo, and similar necessities.

Female employees on maternity leave remain within the promotion process so as to ensure that their career progression is not disrupted by the birth of a child. As required by laws and regulations, total maternity leave begins 8 weeks before the anticipated date of birth and ends 8 weeks after. Total maternity leave time is 16 weeks. Fathers are also given 1 week of paternity leave beginning on the date of birth. The breastfeeding leave of 1.5 hours per day legally granted to working mothers is applied in Migros as 2 hours per day. In addition, mothers can benefit from the right to work part-time in the 6-month period after having used their unpaid maternity leave of 6 months.

Woman in Technology Association (WTECH)

In line with its commitment to the principle of gender & opportunity equality, Migros is mindful of supporting female employees in every aspect of their careers. The company engages in efforts to open new areas in science and technology in which they may discover and tap their potential. During the last 2 years Migros has increased the overall number of women employed in its **R&D center and in its information technologies and business development units by 89%**. In keeping with the same corporate approach, Migros fully supports the aims and efforts of the **Women in Technology Association**, an NGO set up to promote social progress by increasing the number of women employed in STEM functions.

LEAD Network

The LEAD Network is a nonprofit organization whose mission is to attract, retain, and advance women in Europe's consumer goods and retail sector through education, leadership, and business development. Migros has been supporting the **Turkish chapter of the LEAD Network** since its inception and is currently a Silver Partner. In 2020 the company signed the LEAD Network EU CEO Pledge, committing itself to increasing the ratio of female directors and higher executives at the company by five points. The Chapter's Chair Aysun Zaman is Manager Director of Migros' Cosmetics Retail. In 2022 she was granted an **"Inspirational Leadership Awards"** by the global LEAD organization. In 2022, Migros contributed to a joint LEAD Network and NielsenIQ survey investigating women's roles and functions in worklife. The company is also taking part in **the LEAD Network EU Mentorship Program with 3 mentors and 3 mentees**.

SUPPORTING TALENTED WOMEN WORKFORCE

MİGROS HAS BEEN SUPPORTING THE LEAD NETWORK IN TÜRKİYE SINCE ITS ESTABLISHMENT, WHICH AIMS TO INCREASE THE NUMBER, REPUTATION AND INFLUENCE OF WOMEN LEADERS BY ENCOURAGING THE DEVELOPMENT OF TALENTED WOMEN WORKFORCE IN BUSINESS LIFE.



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Women on Board Mentoring Program

Migros takes part in an inter-company mentorship program conducted by Women on Board Association Türkiye which aims to promote social development by increasing female representation on boards. To date, 3 female managers at the director level have benefited from this program as mentees. Migros also provides awareness-creation/enhancement and other training resources across its operations both to promote gender-equality concepts and to increase the number of women in positions with managerial responsibilities.



Our Projects Supporting Social Gender Equality

Family Clubs

Migros Family Clubs established in collaboration with **District Public Education Centers** aims to develop the skills of women, men and children of all ages. In addition to providing **free vocational and skill development courses** in Family Clubs, socialization opportunities for people with similar interests are offered.

Introduced in line with the company's commitment to gender & opportunity equality, Migros' award-winning Family Club project gives people of all ages—whether they are Migros employees or not—many opportunities to discover what they are capable of doing. As the majority of their **255 thousand members** are women, the clubs also encourage women to play bigger and more active roles outside the home in social spaces, to invest in their own personal futures, to acquire and develop marketable skills, and to be more effective role models for their children. Those who attend Migros Family Club courses and successfully fulfill their requirements are awarded Ministry of National Education diplomas attesting to the knowledge and skills they have gained. A steadily growing number of the women who have been awarded such diplomas are setting up businesses of their own. Children also benefit from the resources that Migros makes available through Family Clubs. In addition to the art, music, chess, choir, drama, and similar courses that they provide for children, the clubs also help youngsters become more knowledgeable, imaginative, and conscientious individuals by organizing workshops that focus on current issues such as computer coding and preventing pollution and waste.

AWARD-WINNING PROJECT: FAMILY CLUBS

FAMILY CLUBS ALSO ENCOURAGE WOMEN TO PLAY BIGGER AND MORE ACTIVE ROLES OUTSIDE THE HOME IN SOCIAL SPACES, TO INVEST IN THEIR OWN PERSONAL FUTURES, TO ACQUIRE AND DEVELOP MARKETABLE SKILLS, AND TO BE MORE EFFECTIVE ROLE MODELS FOR THEIR CHILDREN.

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Besides personally benefiting from the training they receive and the knowledge and skills they acquire by attending these clubs, the people who then go on to set up businesses of their own based on what they have learned also serve as strong role models for others. **23 thousand people–17 thousand of them women–who attended Migros-supported Family Clubs transformed their knowledge and skills into monetary earnings after graduation.**

The diploma-qualifying vocational and personal-development training courses provided through Family Clubs which located **33 Migros stores** across Türkiye cover **178 subjects ranging from beekeeping to mushroom cultivation, from traditional manuscript illumination to paper marbling, from the culinary arts to sport, and from medicinal & aromatic plants to digital marketing. The total number of people attending such courses to date is 367,745.**

Migros has set itself the goal of providing classroom training for 500 thousand new people through Family Clubs by end-2027. Through the “Zero Waste Kitchen” module of the Family Club culinary arts course, Migros helps prevent food waste. **These courses have been attended by 488 people.** Food-waste prevention awareness training was also provided to another **475 people** through 27 organizations. Contributing to local economies in partnership with county-level District Public Education Centers and Ministry of Agriculture & Forestry directorates, **300 people have successfully completed Migros Family Club beekeeping**, royal-jelly production, and queen bee rearing courses and been awarded MEB diplomas and gone on to pursue careers in those endeavors. After completing the Migros Family Club beekeeping course’s comprehensive curriculum of subjects ranging from bee biology and health to product harvesting and processing,

graduates are then helped to more successfully pursue their careers by means of Migros-provided product quality & safety, marketing processes & dynamics, and sales management training.

During the Covid-19 pandemic lockdowns when Migros Family Club members were unable to meet with one another, the clubs were relocated to Migros’ social media account through which club members had access to the company’s huge library of short training videos. These videos have been watched **more than 2.5 million times** by followers and subscribers hailing from all 81 of Türkiye’s provinces. **27 education-ministry approved Migros Family Club training program courses were also attended by 450 members of 25 cooperatives.**

Migros collaborates on Living Without Obstacles awareness projects in partnership with special-education schools that are subject Ministry of National Education oversight. Through such projects, sign-language training has been provided to 10 groups of hearing-impaired school children; **Gluten-free Culinary Vocational Training** was also provided to a Mild to Moderate Intellectual Disability Children’s cooperative. Migros’ **Accessible Stores** project continues to make progress in line with its goal of having at **least 1 store manager and employee sufficiently fluent in sign language** available to assist hearing-impaired customers: **163 employees** have received such training to date. Motivation and personal development training has also been provided to 221 administrative units and store employees.

Courses that support sustainability by teaching **Recycling Practices** are given under the Migros Family Club program. These courses include a variety of activities such as making bags, baskets, and accessories from discarded plastic and other recyclable materials.

WOMEN WITH A PROFESSION

23 THOUSAND PEOPLE–17 THOUSAND OF THEM WOMEN–WHO ATTENDED MİGROS-SUPPORTED FAMILY CLUBS TRANSFORMED THEIR KNOWLEDGE AND SKILLS INTO MONETARY EARNINGS AFTER GRADUATION.



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In addition to such face-to-face training, videos dealing with waste-recycling issues are also made accessible to viewers through Migros' social media account. One example—a video that shows how to make bags using old Migroskop magazine issues—**has been accessed 4,100 times**. Migros contributes to sustainability by staging recycling events and organizing workshops that show participants of all ages how to repurpose things rather than discard them. Migros collaborated with Kloroplast, in an “**A Livable World Is Easier Together**” sustainability project whose message is that much of what we treat as garbage and trash is not waste at all and can be recycled and reused. As part of this project, **3 Migros Family Club recycling workshops were attended by 54 children**. Conducted by creative drama instructor Gözde Gürel, the workshops showed participants the importance of recycling and a sustainable world and created awareness by having the youngsters design imaginative recycling bags themselves.

In addition to the foregoing, Migros carries out projects aimed at creating and increasing public awareness on a variety of other issues. The company works with the Ministry of Health to communicate the need to diagnose and treat illnesses such as cancer and celiac disease early, with the Directorate of Woman and Family Services in the conduct of social gender equality and prevention of violence against women seminars, and with the General Directorate of Security in the conduct of substance-abuse seminars.

Supporting Women Farmers and Entrepreneurs

Migros believes it is important to support women's cooperatives as a way of empowering women in the formal economy and thereby contributing to local and regional development. For example the company makes purchases from such cooperatives that raise fresh fruits and vegetables that conform to the company's standards. The number of women's cooperatives from which Migros makes procurements reached eight in 2022.

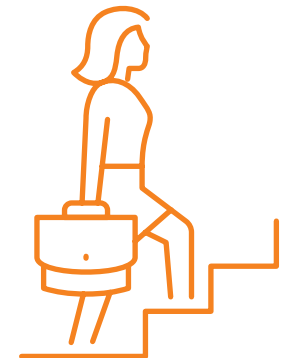
Certified training courses are also conducted at Migros Family Clubs for the members of existing or planned new women's cooperatives.

In keeping with its approach to gender & opportunity equality, Migros conducts many projects intended to inspire and encourage women to be farmers and entrepreneurs; the company also collaborates with other organizations whose mission is to empower women in farming and business. Migros works with the Women Entrepreneurs Association of Türkiye (KAGİDER) in the conduct of KAGİDER's “Development and Acceleration of Woman Entrepreneur in Agriculture program” to provide program participants with what they need to know in order to be successful entrepreneurs. Products complying with Migros standards are offered to consumers in our stores all over Türkiye.

During 2022, 15 of the 60 women taking part in this program were given Migros-provided mentoring support all year long. 193 women have benefited from this program during the last three years.

SUPPORT TO WOMEN'S COOPERATIVES

MİGROS SUPPORT WOMEN'S COOPERATIVES TO SUPPORT WOMEN IN THE BUSINESS WORLD AND TO ENSURE REGIONAL DEVELOPMENT. PRODUCTS WHICH SUITABLE FOR MİGROS STANDARDS MANUFACTURED BY WOMEN'S COOPERATIVES PRODUCING FRUIT AND VEGETABLES ARE BOUGHT.



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One of the participants in the KAGİDER program and member of the Mersin Women's Cooperative Eylem Bozdoğan, initiated a project in which 100 women farmers are raising geese to be supplied to Migros for sale in its stores. The birds are being raised under conditions that fully comply with Migros-prescribed and supported hygiene and production standards. To date, the company has bought 7,000 of them.

Other examples of Migros' collaboration with women's cooperatives during 2022 are given below.

- 400 cases of iceberg lettuce were purchased from Meryem Women's Cooperative, which was set up by the Adana metropolitan municipality in a project undertaken with UN International Labor Organization support. Migros plans to purchase a total of 130 thousand heads of lettuce from the cooperative.

- Migros undertook a new project in partnership with Bursa Yenişehir Municipality and the Bursa Agricultural Cooperatives Association under which 4 thousand tons of fresh produce ranging from peppers to eggplants and from peas to borlotti beans and tomatoes were procured and supplied in farm-fresh condition to Migros shoppers.
- 400 tons of onions and 50 tons of purple potatoes were purchased from women's farming cooperatives in Eskişehir.
- Procuring fruit grown by women farmers in Antalya through the Korkuteli Agricultural Development Cooperative, Migros sells it in farm-fresh condition to its customers. Over the last 2 years the company has purchased a total of 1,000 tons of fresh plums, apricots, and nectarines through the same cooperative, which has more than 1,800 members. Pomegranates and quinces were added to the list last year. The 1,500 tons of fresh produce that Migros purchased through the Korkuteli cooperative during 2022 was supplied to the company's stores all over Türkiye.

193

WOMEN ENTREPRENEURS

193 WOMEN HAVE BENEFITED FROM DEVELOPMENT
AND ACCELERATION OF WOMAN ENTREPRENEUR IN
AGRICULTURE PROGRAM DURING THE LAST THREE YEARS

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Migros Women's Academy

Migros undertakes many projects to support both the presence and the personal advancement of women in business life. Migros Women's Academy, which was launched in 2021, is intended to help women acquire new skills and play more diverse roles. A joint undertaking of Migros Retail Academy and Migros Family Clubs, this program covers and provides training on more than 70 subjects ranging from personal development and occupational training to interacting with other family members and creating one's own brand. Another aim of the program is to raise participants' awareness and boost their motivation so as to strengthen their presence in other areas and thus serve as sources of inspiration. The resources that Migros makes accessible through Migros Women's Academy are intended to turn the program into a platform on which productive women can start up a business of their own and market their products.

Under the same program, every year Migros works with the Ministry of Trade in organizing conventions of women's cooperatives in a single region. To date these meetings have been held in Kocaeli, Adana, Samsun, Ankara, Eskişehir, Çanakkale, Nevşehir, and Isparta. During these gatherings, Migros Women's Academy conducts classes on "Quality", "Quality Management Systems", "Produce Certification", "Good Agricultural Practices", "Fresh Produce Tracking Systems", "Central Market Registration Systems", and "Legal & Regulatory Compliance".

The products of women's cooperatives participating in the trainings given by Migros Women's Academy are offered for sale at Tazedirekt. These natural delicacies such as grape molasses,

tarhana (dried soups), tahini (sesame paste), acuka (tomato - pepper pastes and dips), manti (meat pasty), peanut butter, honey, jam and marmalade, which are produced with great effort, are presented in the **Women's Cooperatives'** category. In this context, tastes produced by 50 entrepreneurs and 600 producer women from 7 Women's Cooperatives meet with customers.

Having previously set itself the goal of providing Family Club and Women's Academy vocational/professional and personal development and training resources to one million people by end-2023, Migros had reached more than 2.8 million people through the two programs as of end-2022.

Better Future Ambassadors

Inaugurated in 2016 as an online platform designed to empower women and enable them to develop themselves in solidarity with one another, the Migros Better Future Ambassadors program contributes to the household budgets of women who are Migros fans and enjoy interacting and exchanging ideas, opinions, recommendations, and advice with one another.

During 2022, the number of Better Future Ambassadors program members reached 150,000; as of year-end, the number of those who had earned Migros Better Future Ambassador status was 490.

FOR WOMEN TO TAKE MORE ROLE IN LIFE

MİGROS WOMEN'S ACADEMY, WHICH WAS LAUNCHED IN 2021, IS INTENDED TO HELP WOMEN ACQUIRE NEW SKILLS AND PLAY MORE DIVERSE ROLES.

