



İŞ LEASING
SUPPLEMENTARY ESG DISCLOSURES FOR 2021

1. ENVIRONMENT

POLICY ENERGY EFFICIENCY

The building in which İş Leasing operate is managed by ISMER which is a part of Isbank Group. As a part of the renovation works, the lighting systems in our offices have been replaced with LED lighting systems. Moreover, old generation inefficient A/C units have been replaced with new generation-higher efficiency models. The use of energy and water efficient water armatures has started.

TARGETS EMISSIONS

In 2021, İş Leasing completed its corporate greenhouse gas inventory calculations in compliance with international protocols and aims to become a carbon neutral financial institution by 2024 by eliminating its carbon footprint resulting from its operational activities.

STAFF TRANSPORTATION IMPACT REDUCTION

In order to reduce our environmental impacts arising from our activities, a vehicle service is offered for employees to use. In addition, İş Leasing employees worked 3 days in the office and 2 days remotely outside the pandemic period in 2021 and it continues. In 2021, in order to reduce the environmental impact of the personnel by using transportation resources, we have made electronic signature application widespread in our company and we pay attention to hold our meetings via video conferencing method. When the lease periods of the vehicles used within the company end, it is planned to renew the vehicles to be leased with hybrid models.

GREEN BUILDINGS

İş Leasing Head Office building has a BREEAM In-use Excellent certificate since 2021.

<https://www.isleasing.com.tr/Sites/1/upload/files/Sertifika-1016.pdf>

2. SOCIAL

TARGETS DIVERSITY AND OPPORTUNITY

We will maintain our target of at least 50% female employees.

3. GOVERNANCE

BOARD DIVERSITY POLICY

The composition of the Board supports the exercise of independent and objective judgment. İş Leasing's Board of Directors brings together members with the right combination and diversity of skills, background, knowledge, expertise and experience.

EXECUTIVE COMPENSATION ESG PERFORMANCE POLICY

In order to measure the sustainability performance, performance criteria have been determined for the executives of İş Leasing.

EXECUTIVE RETENTION POLICY

İş Leasing applies a competitive and market-sensitive remuneration policy for executives in order to attract, retain and motivate qualified human resources.

COMPENSATION IMPROVEMENT TOOLS

Every year, a compensation survey report is purchased to ensure that employees' wages are in line with the sector.

SHAREHOLDERS VOTE ON EXECUTIVE PAY

According to the Articles of Association Article 16: Wages, bonuses and premiums may be paid to members, providing that such are determined by a decision of the General Assembly of Shareholders. Principles of waging of members of Board of Directors and top managers are determined in writing by the Board of Directors, and are presented to the shareholders as a separate agenda topic in a meeting of the General Assembly, and shareholders are allowed to express their opinions and comments thereon, and the principles are discussed by the General Assembly Fees payable to the members of Board of Directors are decided by the General Assembly. Waging policy prepared for this purpose is published also in the internet website of the Company. In waging of independent members of the Board of Directors, share options or other payment plans relied upon performance of the Company cannot be used. Remunerations paid to independent members of the Board of Directors should be adequate enough for them to protect and maintain their independence.

According to the legislation, the remuneration of the members of the Board of Directors is determined each year at the Ordinary General Assembly Meeting by submitting it for the approval of the General Assembly.

FAIR PRICE PROVISION

Articles 24 and 27 of the Capital Markets Law have assured the shareholders' right to sell shares for a fair price in the event of a change in control of the company. Shareholders are entitled to a fair price for their shares in the event of change in control given that they oppose and get their opposition recorded at the General Assembly. Source: [1.5.6362.pdf \(mevzuat.gov.tr\)](#)

EXTERNAL CONSULTANTS

Article: 25 The announcements regarding the Company that are legally required to be made are published in the Turkish Trade Registry Gazette, the Companys Internet website, and on the Public Disclosure Platform; and the announcements that are required to be published only in the Internet website are published in the Companys website. The announcements related with notice of General Assembly meeting should be published at least three weeks before the actual date of meeting excluding the announcement and meeting dates. The provisions of the article 474 of the Turkish Commercial Code shall apply for the announcements regarding decrease of issued capital; and the provisions of the articles 532 and 541 of the Turkish Commercial Code shall apply for the announcements regarding termination and liquidation. Regarding the announcements required to be made as per the Capital Market Legislation, the provisions of the related laws shall be complied with.

SHAREHOLDER APPROVAL SIGNIFICANT TRANSACTIONS

Yes, According to the securities regulations, significant transactions such as M&As, issuance of golden or preferred shares, sale of a significant portion of company assets etc. should be decided in the general assembly meeting, where supermajority rule (2/3 affirmative votes out of total) applies. The shareholders who attend the meeting and cast negative votes for the transaction are entitled to appraisal right. Please see Capital Markets Board's Communique no II-23.3 for detail. (<https://mevzuat.spk.gov.tr/>)