

İŞ LEASİNG SUPPLEMENTARY ESG DISCLOSURES FOR 2024

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.

HAZARDOUS WASTE

No hazardous waste was generated in 2024.

E-WASTE REDUCTION

In 2023 under the recycling of electronic waste, we recycled a total of 125 old electronic devices, including 35 desktop computers, 2 calculators, 5 desk phones, 37 monitors, 5 laptops, 1 server, 3 network switches, 10 scanners, 1 uninterruptible power supply, 6 wireless network access points, 1 wireless network access point regulator, 17 printers and 2 amplifiers.

2. SOCIAL

TRAINING COSTS TOTAL

The total training cost in 2024 amounted to 1,610,500.00 TL.

WOMEN MANAGERS

31,8%

EMPLOYEES WITH DISABILITIES

2,8%

GENDER PAY GAP PERCENTAGE

As part of our human resources policy, we guide our compensation processes by adopting the principle of equal pay for equal work. 100%

3. GOVERNANCE

POLICY BOARD DIVERSITY

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.

POLICY EXECUTIVE COMPENSATION ESG PERFORMANCE

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

POLICY EXECUTIVE RETENTION

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.

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 \(mevzuat.gov.tr\)](https://www.mevzuat.gov.tr/Mevzuat/MevzuatListesi.aspx?ID=156362)

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 Company's 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 Company's 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 Communiqué no II-23.3 for detail. (<https://mevzuat.spk.gov.tr/>)

ELIMINATION OF CUMULATIVE VOTING RIGHTS

For the highlighted sentence; as described in the Article 22 (Voting Right, Representation and Voting in the General Assembly) of the Articles of Association of our firm, the shareholders or their proxies present in ordinary and extraordinary meetings of the General Assembly have 1 (one) vote for each share they hold or represent. But, all kinds of amendments to the Articles of Association are subject to approval by the Group A shareholders during Assemblies (Article 23) and the Directors will be appointed from among the candidates those will be nominated by the Group A shareholders (Article 8). The Group A shareholders are Türkiye İş Bankası A.Ş. and its group firms Türkiye Sınai Kalkınma Bankası A.Ş. and Trakya Yatırım Holding A.Ş.