

## İŞ LEASING SUPPLEMENTARY ESG DISCLOSURES FOR 2023

### 1. ENVIRONMENT

#### GREEN BUILDINGS

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

#### ENVIRONMENTAL SUPPLY CHAIN PARTNERSHIP TERMINATION

As İş Leasing, we have embraced the integration of sustainability and environmental responsibility into every stage of our supply chain as a priority goal. In this regard, it is crucial for us that our suppliers comply with our environmental standards and sustainability objectives. We may decide to terminate partnerships with suppliers who fail to meet these environmental criteria; however, this process is always managed based on mutual understanding and transparent communication.

The continuation of our collaboration with suppliers depends on full compliance with our corporate policies in the areas of environmental and social responsibility. In cases of environmental non-compliance, we explicitly communicate that alignment is necessary to sustain our partnerships.

### 2. 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 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)

#### 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/](https://www.mevzuat.spk.gov.tr/))