

ESG Strategy and Key Performance, 2024:

Impact and Sustainable Development



Corporate Governance

Code of Ethics
Available to the public in the spirit of Leumi's vision and values

Board of Directors
100% independent
40% women

Best practices
TCFD, GRI, SASB and corporate governance policy in relation to ESG

Human rights
Implementation and consideration of employee, customer and supplier management aspects

Employee training
33,000 training days
29 average training hours per employee

Cyber and information security
Cyber center 24/7
No material issues
98% of employees underwent appropriate training

Long-term targets:

- Aiming for 50% female representation on the Board of Directors by 2030

Social

NIS 85.6 billion
for social financing and investments and financial inclusion

NIS 80 million
Investment in the community

25,500
Volunteer hours by Leumi employees

Gender diversity
62% of employees and 53% of senior management are women

Procurement
NIS 43 million sustainable
93% "local procurement"
35% from small and mid-sized businesses

Financial inclusion
Products and initiatives for the ultra-orthodox, Arab, women, senior citizens and people with disabilities sectors

Long-term targets:

- Maintaining 50% women in senior management.
- Over 50% of the Bank's employees volunteering at least once in 2024

Environmental

NIS 27.2 billion
for environmental financing and investments

SCOPE 3 measurement
from financial activity - 100% of the business credit portfolio, mortgages and tradable shares through Leumi Partners

EUR 750 million
line of credit from the EIB for environmental, social and financial inclusion purposes

24%
Reduction in carbon footprint compared to base year 2021

USD 500 million
issuing green bonds
Impact and allocation report 100%

Oil, coal and gas
internal limit, alongside negligible exposure

Long-term targets:

- A NIS 40 billion target in financing and investments in environmentally friendly projects by 2030.
- A target to reduce greenhouse gas emissions by 50% by 2030, compared to 2021.