

ESG Strategy and Key Performance, 2025: Unified ESG Reporting Architecture – TCFD TNFD ISSB GRI



Corporate Governance

<p>Code of Ethics Available to the public in the spirit of Leumi's vision and values</p>	<p>Board of Directors 100% independent 40% women</p>
<p>Best practices TCFD, TNFD GRI and corporate governance policy in relation to ESG</p>	<p>Human rights Implementation and consideration of employee, customer and supplier management aspects</p>
<p>Employee training 160,000 total training hours</p>	<p>Cyber and information security Cyber center 24/7 No material issues 98% of employees underwent appropriate training</p>

Long-term targets:

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



Social

<p>NIS 63 billion for social financing and investments and financial inclusion</p>	<p>NIS 48 million Investment in the community</p>
<p>3,000 Volunteer employees</p>	<p>Gender diversity 62% of employees and 53% of senior management are women</p>
<p>Procurement NIS 39.4 million sustainable 88% "local procurement" 34% from small and mid-sized businesses</p>	<p>Financial inclusion Products and initiatives for the ultra-orthodox, Arab, women, senior citizens and people with disabilities sectors</p>

Long-term targets:

➤ Maintaining 50% women in senior management.

Environmental

<p>NIS 54.2 billion for environmental financing and calculation</p>	<p>SCOPE 3 Financed Calculation of 100% of the business credit portfolio, mortgages and tradable shares through Leumi Partners</p>
<p>EUR 750 million line of credit from the EIB for environmental, social and financial inclusion purposes</p>	<p>~30% Reduction in carbon footprint compared to base year 2021</p>
<p>USD 500 million issuing green bonds Impact and allocation report 100%</p>	<p>Oil, coal and gas internal limit, alongside negligible exposure</p>

Long-term targets:

➤ A NIS 70 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.