

# Corporate Governance Principles Compliance Report

## ICBC Turkey Bank A.Ş. 2025 Corporate Governance Principles Compliance Report

### Corporate Governance Principles Compliance Declaration

ICBC Turkey Bank A.Ş. (“ICBC Turkey” or the “Bank”) is subject to provisions relevant to Corporate Governance Principles stipulated for banks in Banking and Capital Market legislation. Within this scope, ICBC Turkey, adopted a management method based on caution, stability and trust.

The Bank is in compliance with compulsory principles among the Corporate Governance Principles taking place in the Corporate Governance Communiqué and Banking Regulation and Supervision Agency (“BRSA”) Regulation on Corporate Governance Principles of the Bank.

According to Capital Markets Board’s (“CMB”) resolution dated 10.01.2019 and numbered 2/49 Corporate Governance Compliance Reporting has been done by Compliance and Corporate Governance Information forms on Public Disclosure Platform (“PDP”). The Bank has disclosed its Compliance Report Format (“CRF”) and Corporate Governance Compliance Forms (“CGIFs”) within the framework of its compliance principles on the link of [www.kap.gov.tr](http://www.kap.gov.tr) on 22.02.2025 as well as disclosed in the Annual Report.

In accordance with the Corporate Governance Reporting frame accepted by CMB’s dated 10.01.2019 resolution;

Corporate Governance Information Form gives information about shareholders, General Assembly, voting rights, minority rights, dividend rights, public disclosure and transparency, stakeholders and Board.

The principles which are not obligatory and only advisory are disclosed by Compliance Form according to apply or explain principle. The principles that are still not complied with has been mentioned below.

There hasn’t been any conflict of interest arising from these not applied principles.

- For the principle number 1.5.2., minority rights are not granted to those holding less than one twentieth of the capital with the Articles of Association of the Bank.
- For the principle number 3.1.2., no written indemnity policy is issued for the Bank employees. All applications relevant to the Bank employees are subject to Labor Law and other relevant legislations, and as contradictory provisions are not set forth in in-Bank regulations, a separate indemnity policy is not issued.
- According to the principle number 4.3.9., no target rate or target time is specified for the female member rate in the Board of Directors and there are two female members in the Board of Directors (%33.3 of the members) at the end of 2025.
- According to the principle number 4.4.7., due to the business experiences and sectorial experiences of the Members of the Board of Directors having significant contribution to the Board of Directors, they are not restricted in taking part in duties other than the Bank. While duties of some members continue in in-group companies, some members take office only at our Bank. The members allocate sufficient time for the Bank.
- According to the principle number 4.5.5., as the number of our Members of the Board of

Directors is limited, assignment at the committees is carried out by considering knowledge and experiences of the Members of the Board of Directors, in line with the relevant legislation, and one Member of the Board of Directors may be assigned in more than one committee.

- According to the principle number 4.6.5., salaries paid to and fringe benefits provided for the Members of the Board of Directors and the senior executives are announced to public through the annual activity report. However, the disclosure is made on an aggregate basis rather than an individual basis..

According to the announcement in CMB Bulletin dated January 16, 2025 and with number 2025/3, in the grouping determined as a result of the evaluation made by CMB, our Bank has taken place in the Second Group companies. Within this scope, exceptions/exemptions in the practice of the Corporate Governance Principles of the companies in the second group is applicable also for our Bank.

Within this scope;

It is stated in the 3<sup>rd</sup> item of the 6<sup>th</sup> article of the Communiqué on exceptions independent member of the board of directors for the banks is in discretion of the bank provided that the number of these members should not be less than three and the members of the board of directors assigned for the audit committee membership within the structuring of the Board of Directors of the banks shall be considered as the independent member of the Board of Directors within the framework of this Communiqué. Besides, it is stated that qualifications determined in the Corporate Governance Principle number 4.3.6. shall not be looked for in the audit committee members of the banks and Principles number 4.3.7. and 4.3.8. on selecting these members shall not be applied. Again in the same Communiqué; it is ensured that qualifications determined in the Principle number 4.3.6. shall be looked for any way for the independent members of the board of directors who shall not take place in the audit committee, and shall be looked for only one member in case all of the independent members of the board of directors take place in the audit committee, and Principles number 4.3.7. and 4.3.8. on selecting these independent members shall be applied.

As the Bank is in the second group companies, we are exempted from;

- The Principle number 4.3.7. of Communiqué as *“(t)he Board of Directors prepares the nominee list of the independent member within the framework of the report of the nominating committee and sends to the Capital Markets Board at least 60 days before the General Meeting along with the related report of the nominating committee and the decision of the Board of Directors”*,
- The Principle number 4.3.8. of Communiqué as *“(i)n case independent membership is vacant, the Board of Directors send the nominee list determined within the framework of the report of the nominating committee to the Capital Markets Board within 30 days”*.

According to the provision 11<sup>th</sup> article of the Communiqué, manager of the investor relations department shall have a “Capital Market Activities Level 3 Licence” and “Corporate Governance Rating License”. The Manager of the Unit of the Shareholder Relations and Board Secretariat performing duty within this scope at our Bank holds Capital Market Activities Level 3 Licence and Corporate Governance Rating Licence.

Within the scope of Banking and Capital Market legislation, the Audit Committee is established on October 30<sup>th</sup> 2006, the Corporate Governance Committee is established on March 30<sup>th</sup> 2005, and Remuneration Committee is established on July 11<sup>th</sup> 2011. Within the year of 2012, considering the structuring of the Board of Directors and duties our independent members have undertaken in the committees they take part, it is decided the “Nominating Committee” not to be constituted separately and duties of this committee to be performed by the Corporate Governance Committee”. The activities of the committees are detail explained in “Committees/ Information Regarding the Committees Established Within the Body of the Board of Directors” part.

## CORPORATE GOVERNANCE COMPLIANCE REPORT

	Company Compliance Status					Explanation
	Yes	Partial	No	Exempted	Not Applicable	
<b>1.1. FACILITATING THE EXERCISE OF SHAREHOLDER RIGHTS</b>						
1.1.2 – Up-to-date information and disclosures which may affect the exercise of shareholder rights are available to investors at the corporate website.	X					
<b>1.2. RIGHT TO OBTAIN AND REVIEW INFORMATION</b>						
1.2.1- Management did not enter into any transaction that would complicate the conduct of special audit.	X					
<b>1.3. GENERAL ASSEMBLY</b>						
1.3.2 - The company ensures the clarity the General Assembly agenda, and that an item on the agenda does not cover multiple topics.	X					
1.3.7 – Insiders with privileged information have informed the board of directors about transactions conducted on their behalf within the scope of the company’s activities in order for these transactions to be presented at the General Shareholders’ Meeting.					X	
1.3.8 – Members of the board of director who are concerned with specific agenda items, auditors, and other related persons, as well as the officers who are responsible for the preparation of the financial statements were present at the General Shareholders’ Meeting.	X					
1.3.10- The agenda of the General Shareholders’	X					

Meeting included a separate item detailing the amounts and beneficiaries of all donations and contributions.						
1.3.11 – The General Shareholders’ Meeting was held open to the public, including stakeholders, without having the right to speak.		<b>X</b>				As specified in the Articles of Association, General Assembly Meeting was open to all shareholders. However, it was closed to media and public. The minutes of the General Assembly Meeting has been submitted to all stakeholders via PDP and website by the Bank.
<b>1.4. VOTING RIGHTS</b>						
1.4.1 – There is no restriction preventing shareholders from exercising their shareholder rights.	<b>X</b>					
1.4.2- The company does not have shares that carry privileged voting rights.	<b>X</b>					
1.4.3 – The company withholds from exercising its voting rights at the General Shareholders’ Meeting of any company with which it has cross-ownership, in case such cross-ownership provides management control.					<b>X</b>	There is no mutual shareholding relationship in the structure of the Bank’s capital.
<b>1.5. MINORITY RIGHTS</b>						
1.5.1- The company pays maximum diligence to the exercise of minority rights.	<b>X</b>					
1.5.2- The Articles of Association extend the use of minority rights to those who own less than one twentieth of the outstanding shares, and expand the scope of the minority rights.			<b>X</b>			Bank adopted its rates strictly which is outlooked for the public-held company in the regulation and minority rights has been determined according to Article 19 of the Bank’s Article of Association

						at a rate of 1/20 at capital.
<b>1.6. DIVIDEND RIGHT</b>						
1.6.1 – The dividend policy approved by the General Shareholders’ Meeting is posted on the company website.	X					
1.6.2 – The dividend distribution policy comprises the minimum information to ensure that the shareholders can have an opinion on the procedure and principles of dividend distributions in the future.	X					
1.6.3 - The reasons for retaining earnings, and their allocations, are stated in the relevant agenda item.	X					
1.6.4 – The board reviewed whether the dividend policy balances the benefits of the shareholders and those of the company.	X					
<b>1.7. TRANSFER OF SHARES</b>						
1.7.1 – There are no restrictions preventing shares from being transferred.	X					
<b>2.1. CORPORATE WEBSITE</b>						
2.1.1 – The company website includes all elements listed in Corporate Governance Principle	X					
2.1.2- The shareholding structure (names, privileges, number, ratio of shares, and beneficial owners of more than 5% of the issued share capital) is updated on the website at least every 6 months.					X	There is no shareholder who has more than 5% of the paid-in capital.
2.1.4 – The company website is prepared in other selected foreign languages, in a way to present exactly the same information with the Turkish content.	X					Our Bank’s website is arranged in English format as well as the majority of Turkish contents are also available in English version.
<b>2.2. ANNUAL REPORT</b>						

2.2.1 – The board of directors ensures that the annual report represents a true and complete view of the company’s activities.	X					
2.2.2 – The annual report includes all elements listed in Corporate Governance Principle 2.2.2.	X					
<b>3.1. CORPORATION’S POLICY ON STAKEHOLDERS</b>						
3.1.1- The rights of the stakeholders are protected pursuant to the relevant regulations, contracts and within the framework of bona fides principles.	X					
3.1.3 – Policies or procedures addressing stakeholders’ rights are published on the company’s website		X				No specific policy has been generated for stakeholders. Stakeholders’ rights are protected within the framework of general regulations, contracts and goodwill rules.
3.1.4 – A whistleblowing programme is in place for reporting legal and ethical issues.	X					
3.1.5 - The company addresses conflicts of interest among stakeholders in a balanced manner.	X					
<b>3.2. SUPPORTING THE PARTICIPATION OF THE STAKEHOLDERS IN THE CORPORATION’S MANAGEMENT</b>						

<p>3.2.1 – The Articles of Association, or the internal regulations (terms of reference/ manuals), regulate the participation of employees in management.</p>		<p><b>X</b></p>			<p>Among the employees ,mid-level and senior managers participate in decision-making mechanism through Bank Committees. Besides, Events and meetings are organized periodically within the Bank all employees of the Bank might be shared their suggestions to the Top Management.</p>
<p>3.2.2 – Survey/other research techniques, consultation, interviews, observation method etc. Were conducted to obtain opinions from stakeholders on decision that significantly affect them.</p>		<p><b>X</b></p>			<p>Employees’ opinions and suggestions are also evaluated through surveys in decision processes that have important consequences. Suggestions and complaints are provided through relevant channels such as “Write to Us”, Internet Mobile Branch and info@icbc.com.tr in order to assess employees, and stakeholders’ requests. Communication channels are kept open for other stakeholders (suppliers, business partners, etc.).</p>
<p><b>3.3. HUMAN RESOURCES POLICY</b></p>					

3.3.1 – The company has adopted an employment policy ensuring equal opportunities, and a succession plan for all key managerial positions.	X					The Bank has an employment policy ensuring equal opportunity. Succession planning has been organized according to the current title structure of our Bank, and each title is a successor to a higher title, as per the Bank’s Personnel Regulation.
3.3.2 – Recruitment criteria are documented.	X					
3.3.3 – The company has a policy on human resources development, and organizes trainings for employees.	X					
3.3.4 – Meetings have been organized to inform employees on the financial status of the company, remuneration, career planning, education and health.	X					
3.3.5 – Employees, or their representatives, were notified of decisions impacting them. The opinion of the related trade unions was also taken.		X				Employees are notified directly. However, there is no governing body like the union.
3.3.6 – Job descriptions and performance criteria have been prepared for all employees, announced to them and take into account to determine employee remuneration.	X					
3.3.7 – Measures (procedures, trainings, raising awareness, goals, monitoring, complaint mechanisms) have been taken to prevent discrimination, and to protect employees against any physical, mental, and emotional mistreatment.	X					
3.3.8 – The company ensures freedom of association and supports the right for collective bargaining.		X				Within the scope of ICBC Ethical Principles, employees might be member of

						social, cultural, environmental projects and club or associations. The activities of these shouldn't be covering discriminatory, contrary to the public welfare and must in no way to damage Bank's reputation. All of these ethical principles are also published on our official website.
3.3.9 – A safe working environment for employees in maintained.	X					
<b>3.4. RELATIONS WITH CUSTOMERS AND SUPPLIERS</b>						
3.4.1- The company measured its customer satisfaction, and operated to ensure full customer satisfaction.	X					
3.4.2 – Customers are notified of any delays in handling their requests.	X					
3.4.3 – The company complied with the quality standards with respect to its products and services.	X					
3.4.4 – The company has in place adequate controls to protect the confidentiality of sensitive information and business secrets of its customers and suppliers.	X					
<b>3.5. ETHICAL RULES AND SOCIAL RESPONSIBILITY</b>						
3.5.1 – The board of the corporation has adopted a code of ethics, disclosed on the corporate website.	X					Main Page> Investor Relations> Corporate Governance> Ethical Principles
3.5.2- The company has been mindful of its social responsibility and has adopted measures to prevent	X					

corruption and bribery.						
<b>4.1. ROLE OF THE BOARD OF DIRECTORS</b>						
4.1.1- The board of directors has ensured strategy and risks do not threaten the long-term interests of the company, and that effective risk management is in place.	X					
4.1.2-The agenda and minutes of board meetings indicate that the board of directors discussed and approved strategy, ensured resources were adequately allocated, and monitored company and management performance.	X					
<b>4.2. ACTIVITIES OF THE BOARD OF DIRECTORS</b>						
4.2.1- The board of directors documented its meetings and reported its activities to the shareholders.	X					
4.2.2- Duties and authorities of the members of the board of directors are disclosed in the annual report.	X					
4.2.3 – The board has ensured the company has an internal control framework adequate for its activities, size and complexity.	X					
4.2.4- Information on the functioning and effectiveness of the internal control system is provided in the annual report.	X					
4.2.5 – The roles of the Chairman and Chief Executive Officer are separated and defined.	X					
4.2.7- The board of directors ensures that the Investor Relations department and the corporate governance committee work effectively. The board works closely with them when communicating and settling disputes with shareholders.	X					
4.2.8 – The company has subscribed to a Directors and Officers liability insurance covering more than 25% of the capital.	X					Our parent company, Industrial and Commercial Bank of China Limited, has provided Financial Institutions Executive

						Liability Insurance covering all of ICBC Group's overseas institutions.
<b>4.3. STRUCTURE OF THE BOARD OF DIRECTORS</b>						
4.3.9- The board of directors has approved the policy on its own composition, setting a minimal target of 25% for female directors. The board annually evaluates its composition and nominates directors so as to be compliant with the policy.			<b>X</b>			While there is no formal policy or specific target for female representation on the Board of Directors, women members currently account for 33.3% of our Board membership.
4.3.10 - At least one member of the audit committee has 5 years of experience in audit/accounting and finance.	<b>X</b>					
<b>4.4. BOARD MEETING PROCEDURES</b>						
4.4.1 – Each board member attended the majority of the board meeting in person or via an electronic board meeting system.	<b>X</b>					
4.4.2 - The board has formally approved a minimum time by which information and documents relevant to the agenda items should be supplied to all board members.	<b>X</b>					
4.4.3 – The opinions of the board members that could not attend the meeting, but did submit their opinion in written format, were presented to other members.					<b>X</b>	No written opinions were submitted by any of the members.
4.4.4 - Each member of the board has one vote.	<b>X</b>					
4.4.5 - The board has a charter/written internal rules defining the meeting procedures of the board.	<b>X</b>					
4.4.6 -Board minutes document that all items on the agenda are discussed, and board resolutions include director’s dissenting opinions if any.	<b>X</b>					
4.4.7 – There are limits to external commitments of			<b>X</b>			There is no restriction

board members. Shareholders are informed of board member's external commitments at the General Shareholders' Meeting.						for the Board Members to have duties outside of the Bank. Duties held by the Board members out of the Bank is included in the Annual Report submitted to the General Assembly.
<b>4.5. BOARD COMMITTEES</b>						
4.5.5 - Board members serve in only one of the Board's committees.			X			Due to the limited number of members of the Bank's Board of Director, committees are appointed in accordance with the relevant legislation by taking into consideration the knowledge and experience of the Board Members and one Board Member may serve in more than one Committee.
4.5.6 - Committees have invited persons to the meetings as deemed necessary to obtain their views.	X					
4.5.7 - If external consultancy services are used, the independence of the provider is stated in the annual report					X	Committee didn't need to receive external consultancy services.
4.5.8 - Minutes of all committee meetings are kept and reported to board members.	X					
<b>4.6. FINANCIAL RIGHTS</b>						
4.6.1 – The board of directors has conducted a board performance evaluation to review whether it has discharged all its responsibilities effectively.			X			In 2025, no specific study was conducted at the Board level for performance

						evaluation.
4.6.4 – The company did not extend any loans to its board directors and executives, nor extended their lending period or enhanced the amount of those loans, or improve conditions thereon, and did not extend loans under a personal credit title by third parties or provided guarantees such as surety in favor of them.	X					The loans to be granted to the members of the Board of Directors and employees are subject to restrictions set forth in Article 50 of the Banking Regulation. No other loans are granted to the Members of the Board of Directors or employees.
4.6.5 - The individual remuneration of board members and executives is disclosed in the annual report.		X				Annual salaries paid to the members of the Board of Directors and Top Management has been disclosed in the Annual Report totally.

## CORPORATE GOVERNANCE INFORMATION FORM

<b>1. SHAREHOLDERS</b>	
<b>1.1. Facilitating the Exercise of Shareholders Rights</b>	
The number of investor meetings (conference, seminar/etc.) organized by the company during the year	None
<b>1.2. Right to Obtain and Examine Information</b>	
The number of special audit request(s)	None
The number of special audit requests that were accepted at the General Shareholders' Meeting	None
<b>1.3. General Assembly</b>	
Link to the PDP announcement that demonstrates the information requested by Principle 1.3.1. (a-d)	<a href="https://www.kap.org.tr/en/Bildirim/1394944">https://www.kap.org.tr/en/Bildirim/1394944</a>

Whether the company provides materials for the General Shareholders' Meeting in English and Turkish at the same time	The documents related to the General Assembly Meeting are presented on the Bank's website both in Turkish and English. Related web site Turkish version: <a href="https://www.icbc.com.tr/tr/vatirimci-iliskileri/akordeon-pdf-liste/Olagan-Genel-Kurul-Toplantilari/149/0/0">https://www.icbc.com.tr/tr/vatirimci-iliskileri/akordeon-pdf-liste/Olagan-Genel-Kurul-Toplantilari/149/0/0</a> , Related web site English version: <a href="https://www.icbc.com.tr/en/investor-relations/pdf-list/Ordinary-General-Meetings/329/0/0">https://www.icbc.com.tr/en/investor-relations/pdf-list/Ordinary-General-Meetings/329/0/0</a>
The links to the PDP announcements associated with the transactions that are not approved by the majority of independent directors or by unanimous votes of present board members in the context of Principle 1.3.9	None
The links to the PDP announcements associated with related party transactions in the context of Article 9 of the Communique on Corporate Governance (II-17.1)	None.
The links to the PDP announcements associated with common and continuous transactions in the context of Article 10 of the Communique on Corporate Governance (II-17.1)	None.
The name of the section on the corporate website that demonstrates the donation policy of the company	Related web site Turkish version: <a href="https://www.icbc.com.tr/tr/images/pdf/Bagis_ve_Yardim_Politikasi_2017.pdf">https://www.icbc.com.tr/tr/images/pdf/Bagis_ve_Yardim_Politikasi_2017.pdf</a> Related Web Site in English version: <a href="https://www.icbc.com.tr/en/images/pdf/Donation-and-Contribution-Policy.pdf">https://www.icbc.com.tr/en/images/pdf/Donation-and-Contribution-Policy.pdf</a>
The relevant link to the PDP with minute of the General Shareholders' Meeting where the donation policy has been approved	<a href="https://www.kap.org.tr/en/Bildirim/1413033">https://www.kap.org.tr/en/Bildirim/1413033</a>
The number of the provisions of the articles of association that discuss the participation of stakeholders to the General Shareholders' Meeting	In the Articles of Association 3. Section between Article 18-34
Identified stakeholder groups that participated in the General Shareholders' Meeting, if any	Some stakeholders such as Independent Auditor, shareholders and employees attended the General Assembly Meeting within the knowledge of our Bank as observer.
<b>1.4. Voting Rights</b>	

Whether the shares of the company have differential voting rights	No
In case that there are voting privileges, indicate the owner and percentage of the voting majority of shares	There are no voting privileges but there are privileges in the structure of the Board of Director, in the election of the member of Board and in the election of liquidator. 860.000.000.-TL of our total capital, which is 602.000.000.-TL consist of A Group shares and 258.000.000.-TL B Group shares.
The percentage of ownership of the largest shareholder	92,84%
<b>1.5. Minority Rights</b>	
Whether the scope of minority rights enlarged (in terms of content or the ratio) in the articles of the association	No
If yes, specify the relevant provision of the articles of association	Minority rights have not been advanced in terms of content and percentage, except for the verdict of the Articles of Association, Turkish Commercial Code and other relevant regulations.
<b>1.6. Dividend Right</b>	
The name of the section on the corporate website that describes the dividend distribution policy	<a href="https://www.icbc.com.tr/tr/images/pdf/kar%20da%C4%9F%C4%B1t%C4%B1m%20politikas%C4%B1.pdf">https://www.icbc.com.tr/tr/images/pdf/kar%20da%C4%9F%C4%B1t%C4%B1m%20politikas%C4%B1.pdf</a>
Minutes of the relevant agenda item in case the board of directors proposed to the general assembly not to distribute dividends, the reason for such proposal and information as to use of the dividend	As the Bank's 2024 balance sheet recorded a net loss of TRY 301,016,110.81 after tax instead of a net profit, the proposal for non-distribution of profits was submitted to the General Assembly on March 27, 2025, and was unanimously approved. These matters are detailed in Article 7 of the General Assembly Meeting Minutes.  <a href="https://www.icbc.com.tr/en/images/pdf/27.03.2025_Minutes%20of%202024%20Ordinary%20General%20Assembly%20Meeting.pdf">https://www.icbc.com.tr/en/images/pdf/27.03.2025_Minutes%20of%202024%20Ordinary%20General%20Assembly%20Meeting.pdf</a>
PDP link to the related general shareholder meeting minutes in case the board of directors proposed to the General Assembly not to distribute dividends	<a href="https://www.kap.org.tr/en/Bildirim/1413033">https://www.kap.org.tr/en/Bildirim/1413033</a>

### General Assembly Meetings

General Meeting Date	The number of information requests received by the company regarding the clarification of the agenda of the General Shareholders' Meeting	Shareholder participation rate to the General Shareholders' Meeting	Percentage of shares directly present at the GSM	Percentage of shares represented by proxy	Specify the name of the page of the corporate website that contains the General Shareholders' Meeting minutes, and also indicates for each resolution the voting levels for or against	Specify the name of the page of the corporate website that contains all questions asked in the general assembly meeting and all responses to them	The number of the relevant item or paragraph of General Shareholders' Meeting minutes in relation to related party transactions	The number of declarations by insiders received by the board of directors	The link to the related PDP general shareholder meeting notification
27.03.2025	0	% 92,93	%0,09	% 92,84	Investor Relations /General Assembly/ Ordinary General Assembly Meeting/ Minute	No Addressed Question	There is no agenda about related parties	187	<a href="https://www.kap.org.tr/en/Bildirim/139494">https://www.kap.org.tr/en/Bildirim/139494</a> <u>4</u>

<b>2. DISCLOSURES AND TRANSPARENCY</b>	
<b>2.1. Corporate Website</b>	
Specify the name of the sections of the website providing the information requested by the Principle 2.1.1	English Web Site: Home Page > Investor Relations
If applicable, specify the name of the sections of the website providing the list of shareholders (ultimate beneficiaries) who directly or indirectly own more than 5% of the shares.	Turkish Web Site: <a href="https://www.icbc.com.tr/tr/yatirimci-iliskileri/detay/Ortaklik-Yapisi/129/113/0">https://www.icbc.com.tr/tr/yatirimci-iliskileri/detay/Ortaklik-Yapisi/129/113/0</a> English Web Site: <a href="https://www.icbc.com.tr/en/investor-relations/detail/Shareholding-Structure/317/852/0">https://www.icbc.com.tr/en/investor-relations/detail/Shareholding-Structure/317/852/0</a>
List of languages for which the website is available	Turkish and English
<b>2.2. Annual Report</b>	
The page numbers and/or name of the sections in the Annual Report that demonstrate the information requested by principle 2.2.2.	
a) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the duties of the members of the board of directors and executives conducted out of the company and declarations on independence of board members.	2025 Annual Report –Section II Management and Corporate Governance Practice> 2025 Corporate Governance Compliance Principles > Duties Held By Board Members out of the Bank 2025 Annual Report –Section II Management and Corporate Governance Practice > Declaration of Independence.
b) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on	2025 Annual Report –Section II Management and Corporate Governance Practice > Other Issues > Board of Directors

committees formed within the board structure.	Committees
c) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the number of board meetings in a year and the attendance of the members to these meetings.	2025 Annual Report – Section II Management and Corporate Governance Practice > Other Issues > Information Regarding The Attendance By The Board of Directors and The Committee Members To The Related Meetings During The Accounting Period
ç) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on amendments in the legislation which may significantly affect the activities of the corporation	2025 Annual Report – Section II Management and Corporate Governance Practice > Other Issues > Significant Legislative Changes Regarding the Banking Sector in 2025
d) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on significant lawsuits filed against the corporation and the possible results thereof	2025 Annual Report Section II - Management and Corporate Governance Implementation > Other Issues > Information Related to the Lawsuits Brought Against The Bank and Their Potential Outcomes
e) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the conflicts of interest of the corporation among the institutions that it purchases services on matters such as investment consulting and rating and the measures taken by the corporation in order to avoid from these conflicts of interest	None
f) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the cross ownership subsidiaries that the direct contribution to the capital exceeds 5%	There is no mutual shareholding relationship in the structure of the Bank's capital.
g) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on social rights and professional training of the employees and activities of corporate social responsibility in respect of the corporate activities that arises social and environmental results	2025 Annual Report Section II- Management and Corporate Governance Practice > Other Issues > Human Resources Implementations

<b>3. STAKEHOLDERS</b>	
<b>3.1. Corporation's Policy on Stakeholders</b>	
The name of the section on the corporate website that demonstrates the employee remedy or severance policy	There is no severance policy for Bank's employees. All implementations for the Bank's employees depend on labor law legislation and other relevant regulations. As there is no inconsistency in the internal regulations of the Bank, no severance pay policy has been issued.

The number of definitive convictions the company was subject to in relation to breach of employee rights	8
The position of the person responsible for the alert mechanism (i.e. whistleblowing mechanism)	Managing Director of Internal Audit Department
The contact detail of the company alert mechanism.	ihbar@icbc.com.tr
<b>3.2. Supporting the Participation of the Stakeholders in the Corporation's Management</b>	
Name of the section on the corporate website that demonstrates the internal regulation addressing the participation of employees on management bodies.	There is no written internal regulation. In all projects carried out within the scope of the Bank's strategic priorities, support is received from the employees, and mid and senior managers are encouraged to make evaluation and participate in decision processes through committees.
Corporate bodies where employees are actually represented	Due to the title structure of our Bank, our employees who are at the senior top level participate in the committee meetings, while our employees who are not at the managerial level but have senior titles can participate as spectators and listeners. In addition, employees at all levels can convey their suggestions, comments, opinions and ideas through the "Suggestion System" on the Bank's intranet portal in order to ensure that employees take an active role in decision-making mechanisms and benefit from their innovative ideas. Besides, Events are organized periodically within the Bank all employees of the Bank might be shared their suggestions to the Top Management.
<b>3.3. Human Resources Policy</b>	
The role of the board on developing and ensuring that the company has a succession plan for the key management positions	Succession planning in our Bank has been organized according to the current title structure of our Bank, and each title is a successor to a higher title.  The appointment of the General Manager, Deputy and Assistant General Manager are carried out by the decision of the Board of Directors.
The name of the section on the corporate website that demonstrates the human resource policy covering equal opportunities and hiring principles. Also provide a summary of relevant parts of the human resource policy.	Summary of Human Resources Policy under the Policies in the Investor Relations section of the Bank's corporate website <a href="http://www.icbc.com.tr">www.icbc.com.tr</a> . The Bank's objective and strategy is to increase employees efficiency and happiness by using salary system, performance evaluation, career planning and developing, training and similar motivational tools and to create a suitable working environment that will reveal the creativity of our employees through these methods. The Human Resources Department carries out its activities in all matters that concern and cover its employees, regardless of race, gender, nationality, age, religion, political opinion, physical disability, and the

	<p>principle of respecting private life and all citizenship rights, regardless of all privileges. With this understanding, the ultimate goal of the policy is to reveal the energies and creativity of the employees and to create a business environment conducive to display their talents. Issues regarding equal opportunities are included in the Personnel Regulations and are not disclosed on the corporate website.</p>
Whether the company provides an employee stock ownership programme	There is no employee stock ownership programme.
The name of the section on the corporate website that demonstrates the human resource policy covering discrimination and mistreatments and the measures to prevent them. Also provide a summary of relevant parts of the human resource policy.	<p>Turkish Web Site: Yatırımcı İlişkileri &gt; Kurumsal Yönetim &gt; Politikalar &gt; ICBC Turkey İnsan Kaynakları Politikası</p> <p>English Web Site: Investor Relations &gt; Corporate Governance &gt; Policies &gt; Human Resources Policies</p> <p>Human Resources Policy is published on the Corporate website. In addition, in the Personnel Regulation published within the Bank, equality of opportunity is taken as a basis in recruitment and career planning, and in accordance with our human resources policy, no discrimination is made among our employees for any reason, and all our personnel are treated within the framework of the principle of equal treatment. The criteria for recruitment are determined in writing and these criteria are followed.</p> <p>The Bank takes utmost care to act fairly in all rights provided to employees. Training programs are carried out to increase the knowledge, skills and competencies of the employees, and in this direction, training policies are created according to the needs and objectives. Regular informative meetings are held with employees on matters such as the bank's financial status, wages, career, education and health, and sharing information each other. Job descriptions and distribution of duties and performance and reward criteria are regularly informed to the all employees. Efficiency is taken as a basis in determining the wages and other benefits given to employees in line with the policy.</p> <p>The Bank's Human Resources policy is based on the principle of comprehensive opportunities and principle of equal opportunities in order to enhance occupational safety and personal development of the employee professionally. The Bank takes precautions against racial, religious, and gender discrimination among its employees and against physical, mental and mistreatment in the Bank's internal environment.</p>
The number of definitive convictions the company is subject to in relation to health and safety measures	None

<b>3.5. Ethical Rules and Social Responsibility</b>	
The name of the section on the corporate website that demonstrates the code of ethics	Home Page>Investor Relations> Banking Ethic Rules
The name of the section on the company website that demonstrates the corporate social responsibility report. If such a report does not exist, provide the information about any measures taken on environmental, social and corporate governance issues.	Home Page> Investor Relations> Sustainability
Any measures combating any kind of corruption including embezzlement and bribery	The ICBC Turkey Bank A.Ş. Anti-Bribery and Corruption Policy has been established to ensure compliance with national and international legal regulations, ethical principles, and standards. This policy identifies high-risk areas and special measures related to bribery and corruption. Furthermore, in the on-site and remote audits and control activities conducted by the Internal Audit Department and the Internal Control and Compliance Department, utmost care is exercised regarding the measures taken to combat all forms of corruption, including extortion and bribery. Necessary mechanisms have been established for the evaluation of bribery and corruption-related complaints; the governing documents, including the implementation principles and workflows for these mechanisms, have been created and published bank-wide. Personnel are informed and their awareness is raised on these matters through trainings focused on Anti-Money Laundering (AML) and Combating the Financing of Terrorism (CFT). Compliance policies and implementation instructions, which also encompass our financial group companies, have been developed to provide guidance to staff. Our Bank utilizes a scenario-based AML program; alerts generated by this program are analyzed, and transactions subject to such alerts are taken under review as part of monitoring and control activities aimed at preventing money laundering, the financing of terrorism, and the financing of the proliferation of weapons of mass destruction. Global sanctioned lists of persons, firms, and institutions are screened during fund transfers and account opening transactions conducted through our Bank. When necessary, actions are taken regarding these transactions, and reports are submitted to the relevant authorities. If required, branches or units are contacted to obtain detailed information regarding the nature of the transactions, the customer’s risk profile, and the underlying sources of funds. As a result of these analyses, any transactions suspected of being linked to any form of corruption, including extortion and bribery, are reported to MASAK via the Suspicious Transaction Report form.

<b>4. BOARD OF DIRECTORS-I</b>	
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<b>4.2. Activity of the Board of Directors</b>	<b>Explanations</b>
Date of the last board evaluation conducted	21.02.2019
Whether the board evaluation was externally facilitated	No
Whether all board members released from their duties at the GSM	Yes
Name(s) of the board member(s) with specific delegated duties and authorities, and descriptions of such duties	Qian HOU- Chairperson, Executive Member (In charge of Human Resources Department, BoD Office)
Number of reports presented by internal auditors to the audit committee or any relevant committee to the board	17
Specify the name of the section or page number of the annual report that provides the summary of the review of the effectiveness of internal controls	2025 Annual Report Section III - Assessment of Operation of Internal Control, Internal Audit and Risk Management Systems By The Audit Committee
Name of the Chairperson	Qian HOU
Name of the CEO	Shoujiang WANG
If the CEO(Deputy) and Chair functions are combined: provide the link to the relevant PDP announcement providing the rationale for such combined roles	The Chairperson and the General Manager are different persons.
Link to the PDP notification stating that any damage that may be caused by the members of the board of directors during the discharge of their duties is insured for an amount exceeding 25% of the company's capital	Our parent company, Industrial and Commercial Bank of China Limited, has provided Financial Institutions Executive Liability Insurance covering all of ICBC Group's overseas institutions, but there's no PDP notification regarding this matter.
The name of the section on the corporate website that demonstrates current diversity policy targeting women directors	There is no policy for the women membership of the Board of Director.

The number and ratio of female directors within the Board of Directors	There are consisted in 2 women Board member out of 6 Board Members. Women members is at a rate of %33.3.
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### Composition of Board of Directors

Name, Surname of Board Member	The First Election Date To Board	Whether Executive Director Or Not	Whether Independent Director Or Not	Link to PDP Notification That Includes The Independency Declaration	Whether the Independent Director Considered By The Nomination Committee	Whether She/He is the Director Who Ceased to Satisfy The Independence or Not	Whether The Director Has At Least 5 Years' Experience On Audit, Accounting And/Or Finance Or Not
QIAN HOU	02.11.2023	Executive	Not Independent	-	No	No	Yes
RUIMING HAO	11.10.2024	Non-Executive	Not Independent	-	No	No	Yes
XIN ZHENG	18.12.2023	Non-Executive	Independent Member	<a href="https://www.kap.org.tr/en/Bildirim/1251440">https://www.kap.org.tr/en/Bildirim/1251440</a>	Yes	No	Yes
LI XIAO	02.11.2023	Non-Executive	Independent Member	-	No	No	Yes
SHOUJIANG WANG	10.12.2024	Executive	Not Independent	-	No	No	Yes
SERHAT YANIK	24.02.2020	Non-Executive	Independent Member	<a href="https://www.kap.org.tr/en/Bildirim/1251440">https://www.kap.org.tr/en/Bildirim/1251440</a>	Yes	No	Yes

<b>4. BOARD OF DIRECTORS-II</b>	
<b>4.4. Meeting Procedures of the Board of Directors</b>	
Number of physical or electronic board meetings in the reporting period (meetings in person)	6
Director average attendance rate at board meetings	Physical %88.89, Circular % 100
Whether the board uses an electronic portal to support its work or not	Yes.
Number of minimum days ahead of the board meeting to provide information to directors, as per the board charter	Within the scope of our Bank's principles, information and related documents are submitted to the members nearly five working days before the meeting.
The name of the section on the corporate website that demonstrates	Home Page > Investor Relations > Articles of Association

information about the board charter	
Number of maximum external commitments for board members as per the policy covering the number of external duties held by directors	There is no restriction for the Board members to have external duties outside the Bank. Duties held outside of the bank by the Board members are included in the Annual Report submitted to the General Assembly. While some members continue their duties in-group companies, some members are only fulfilling their duties for our Bank. The members allocate sufficient time for the Bank.

#### 4.5. Board Committees

Page numbers or section names of the annual report where information about the board committees are presented.	2025 Annual Report Section II- Management and Corporate Governance Practice / Committees of the Board of Directors
Link(s) to the PDP announcement(s) with the board committee charters	Committees Working Principles/ Related Turkish Web-Site; <a href="https://www.icbc.com.tr/tr/yatirimci-iliskileri/pdf-liste/Komiteler/145/0/0">https://www.icbc.com.tr/tr/yatirimci-iliskileri/pdf-liste/Komiteler/145/0/0</a>  Committees Working Principles/ Related English Web Site; <a href="https://www.icbc.com.tr/en/investor-relations/pdf-list/Committees/726/0/0">https://www.icbc.com.tr/en/investor-relations/pdf-list/Committees/726/0/0</a>

#### Composition of Board Committees-I<sup>12</sup>

Names Of The Board Committees	Name Of Committees Defined As “Other” In The First Column	Name-Surname of Committee Members	Whether Committee Chairman Or Not	Whether Board Member Or Not
Audit Committee		Li XIAO	Yes	Board Member
Audit Committee		Xin ZHENG	No	Board Member
Corporate Governance Committee		Serhat YANIK	Yes	Board Member
Corporate Governance Committee		Ruiming HAO	No	Board Member
Corporate Governance Committee		Levent İŞCAN	No	Not member of the Board
Remuneration Committee		Xin ZHENG	Yes	Board Member
Remuneration Committee		Ruiming HAO	No	Board Member
Other	Credit Committee	Qian HOU	Yes	Board Member

Other	Credit Committee	Shoujiang WANG	No	Board Member
Other	Credit Committee	Li XIAO	No	Board Member
Other	Board - Risk Management Committee	Qian HOU	Yes	Board Member
Other	Board - Risk Management Committee	Shoujiang WANG	No	Board Member
Other	Board - Risk Management Committee	Li XIAO	No	Board Member
Other	Board - Risk Management Committee	Xin ZHENG	No	Board Member
Other	Board - Risk Management Committee	Ruiming HAO	No	Board Member
Other	Sustainability Committee	Qian HOU	Yes	Board Member
Other	Sustainability Committee	Serhat YANIK	No	Board Member
Other	Sustainability Committee	Shoujiang WANG	No	Board Member

<b>4. BOARD OF DIRECTORS-III</b>	
<b>4.5. Board Committees-II</b>	
Specify where the activities of the audit committee are presented in your annual report or website (Page number or section name in the annual report/website)	2025 Annual Report Section II- Management and Corporate Governance Practices / Committees of the Board of Directors
Specify where the activities of the corporate governance committee are presented in your annual report or website (Page number or section name in the annual report/website)	2025 Annual Report Section II- Management and Corporate Governance Practices - Committees of the Board of Directors.
Specify where the activities of the nomination committee are presented in your annual report or website (Page number or section name in the annual report/website)	The functions of the Nomination Committee are performed by the Corporate Governance Committee.
Specify where the activities of the early detection of risk committee are presented in your annual report or website (Page number or section name in the annual report/website)	Within the scope of banking legislation, Credit and Risk Committees 2025 Annual Report Section II Management and Corporate Governance Practices- Committees of the Board of Directors.

Specify where the activities of the remuneration committee are presented in your annual report or website (Page number or section name in the annual report/website)	2025 Annual Report Section II - Management and Corporate Governance Practices - Committees of the Board of Directors
<b>4.6. Financial Rights</b>	
Specify where the operational and financial targets and their achievement are presented in your annual report (Page number or section name in the annual report)	2025 Annual Report Section II- Management and Corporate Governance Practices - Summary of the Board of Directors Annual Report
Specify the section of website where remuneration policy for executive and non-executive directors are presented.	Investor Relations > Corporate Governance> Policies
Specify where the individual remuneration for board members and senior executives are presented in your annual report (Page number or section name in the annual report)	2025 Annual Report Section II Management and Corporate Governance Practices> Other Issues> Financial Rights Provided to Board Members and Senior Managers

<b>Composition of Board Committees-II</b>					
<b>Names Of The Board Committees</b>	<b>Name Of Committees Defined As “Other” In The First Column</b>	<b>The Percentage Of Non executive Directors</b>	<b>The Percentage Of Independent Directors In The Committee</b>	<b>The Number Of Meetings Held In Person</b>	<b>The Number of Reports on its Activities Submitted to the Board</b>
Audit Committee		% 100	% 100	4	28
Corporate Governance Committee		% 67	% 33	1	2
Remuneration Committee		% 100	% 50	1	2
Other	Credit Committee	% 33	% 33	39	-
Other	Risk Management Committee	% 60	% 40	4	7
Other	Sustainability Committee	% 33	% 33	-	-

**Duties of the Board of Directors Outside of the Bank**

<b>Name / Surname</b>	<b>Positions Assumed at the Bank At the Last 5 Years</b>	<b>Positions Held out of the Bank (Segregated as Within the Group and Out of the Group)</b>
Qian HOU	Chairperson of the Board of Directors and Credit Committee (Executive Member), Member of the Board of Directors, Chairman of the Risk Management Committee of the Board of Directors, Chairman of the Sustainability Committee	Intra-Group: Chairman of the Board of Directors at ICBC Turkey Yatırım Menkul Değerler A.Ş., an affiliate of the Bank.
Shoujiang WANG	General Manager/ Member of the Board of Directors, Vice Chairperson of Credit Committee, Member of the Risk Management Committee of the Board of Directors, Deputy Chairperson of the Sustainability Committee	
Li XIAO	Board of Directors Member, Chairperson of the Audit Committee, Credit Committee Member, Member of the Risk Management Committee of the Board of Directors	Intra-Group: Member of the Board of Directors at ICBC Turkey Yatırım Menkul Değerler A.Ş., an affiliate of the Bank
Ruiming HAO	Member of the Board of Directors, Member of the Corporate Governance Committee, Member of the Remuneration Committee, Member of the Risk Management Committee of the Board of Directors, Alternate Member of the Credit Committee	Intra-Group: ICBC Group Corporate Strategy and Investor Relations Department Senior Expert, supervisor of ICBC Macao and ICBC Macao Investment, and non-executive director of ICBC Brazil.
Xin ZHENG	Independent Member of the Board of Directors, Member of the Audit Committee, Chairperson of the Remuneration Committee, Member of the Risk Management Committee of the Board of Directors, Alternate Member of the Credit Committee,	Intra-Group: ICBC Group Corporate Strategy and Investor Relations Department Senior Expert, Non-Executive Board member of Huashang Bank, ICBC-AXA, Pinghu Rural Bank.
Serhat YANIK	Independent Board Member Corporate Governance Committee Chairperson, Sustainability Committee Member	Istanbul University Academic Member (Professor)